



THE VOICE Newsletter

SUMMER 2018



Bruce Sadler, Brockenbrough, emceed our 50th Anniversary Celebration

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UPCOMING EVENTS

September 6, 2018

DBE Round Robin
The Jefferson Hotel

December 12, 2018

Holiday Party
Salisbury Country Club

January 10, 2019

Transportation Reception
The Jefferson Hotel

February 7, 2019

EEA Gala
The Jefferson Hotel

March 3-5, 2019

Virginia Engineers Conference
Newport News Marriott at City Center

May 20, 2019

ECVPAC Golf Classic
The Foundry Golf Club

June 19-21, 2019

Annual Conference
Kingsmill Resort

2018 Annual Conference & 50th Anniversary Celebration

The OMNI Homestead, nestled in Virginia's Allegheny Mountains, served as a beautiful backdrop to our 2018 Annual Meeting and 50th Anniversary Celebration. Members, old and new, including thirteen past presidents, joined together for 3 days of networking, education, fundraising and comradery.

We welcomed members and their guests at a Reception in the Grand Ballroom Foyer and picturesque Formal Garden, allowing members to catch up with old friends and meet new faces ahead of Friday's education session.

Members viewed ACEC Virginia's display of over 45-member projects, exemplifying the superior, positive impact of their work to the community, from the 1950s through the present day. This display was exhibited

throughout the conference and members voted on their favorite project. Thank you to the many firms who participated and remind us of the important work that our members do for the community and world at large.

After members met for breakfast and ACEC Virginia's Annual Business Meeting, Lydia Zabrycki, ACEC Retirement Trust (ACEC RT), presented compelling reasons to consider joining the ACEC RT, citing cost savings and numerous benefits. It was a reminder to existing ACEC RT members of the advantages of membership.

Dr. Richard Coughlan from the University of Richmond's Robins School of Business, returned to share *Leadership Lessons from the C-Suite*. Having conducted over 30 unscripted, on-stage interviews *Annual Conference continued on page 7*

PRESIDENT'S CORNER

Bob Burkholder

The Unique Culture of ACEC Virginia

I've written about the benefits of being an ACEC Virginia member in my past articles. Many of these are tangible and well known, such as advocacy and education. While these are certainly of value and resonate with a majority of our existing and new members, there are bountiful other opportunities that are often unexpected and extremely valuable. I'd like to share a recent experience that I attribute to be the result of the Building Your Business culture that is fundamental at ACEC Virginia.

Looking Back

Rewind to almost a year ago, during our Annual Conference at the Tides Inn. Joseph Bolton, our Education Session instructor, presented focused information on improving business development within our firms. The free-flowing discussion among those in attendance personally yielded some of the most relevant takeaways from the session. The use of CRM (customer relationship management) software became the hot topic of the morning. The attendance represented a broad spectrum of diversity with firms of various sizes, market sectors and regions; each firm had a different perspective on the use of CRM applications. Of interest to me was the experience of a peer from a firm much larger than mine who was utilizing the same CRM software that our company had recently invested in. As he

was explaining to those in attendance the features and the benefits of using this software, I nodded my head in agreement, though we were early into implementation and knew we still had a long road ahead of us to work out the kinks.

Knowledge is Power

Fast forward to just a few weeks ago: my firm was quickly approaching the cross-roads of whether to continue to support the recent investment in the CRM software. Those kinks I mentioned were still present and others developed over the year. The challenges appeared to be far outweighing the benefits our users were experiencing. We struggled with data cleanup and had difficulty gaining widespread employee buy-in. We weren't convinced that the anticipated benefits of using the software were benefiting the right group of individuals. Being one who was vocal in support of continuing the use of the software, I was invited to the cross-roads



meeting to determine the path to take that would be in the best interest of the firm. While I had experience using the software, I wanted to come to the meeting better prepared and bring a unique perspective. I reached out to my friend and fellow CRM user whom I had gotten to know well since last year's Annual Meeting through various ACEC Virginia interactions.



PRESIDENT'S CORNER

Continued

I told him my firm's position and asked if he would share his firm's journey and current experience with the software. Over the next hour, we had an enlightening and in-depth conversation that identified the challenges each firm faced were very similar and, in some cases, identical. We shared how each firm worked through these challenges and were able to identify the value the software brought to each firm. By gaining that unique perspective on how a firm of a similar composition overcame the challenges, I was able to present in our cross-roads meeting some ways that other firms had met with and overcome the same kinds of issues we were experiencing. After the meeting, I was told by several in attendance that hearing the experiences of my friend was incredibly reassuring and invaluable in deciding our path forward.

Cultivated Through Relationships

Now consider that my friend and I share the same clients. How does this collaboration happen in such a competitive business? Because of the relationship we have formed through our affiliation with ACEC



Virginia, we have developed a unique trust that allows us to share some dirty laundry about the internal struggles each of us has and share experiences to overcome them. It is the culture within ACEC Virginia where everyone benefits from meaningful exchanges of lessons learned and other nuggets that we bring back to the office that make our firms better. Free-flowing candid conversations occur all the time among members on various relatable topics. If you're not part of these conversations, you are missing out on one of the most valuable of membership benefits.

Thanks for the Memories

My time as President for this great organization is coming to a close. It has been a rewarding experience from which I have grown, and I can attribute that to having the privilege of working with so many great and talented individuals/friends. Thank you to all those who helped me and contribute to making ACEC Virginia better each year. For me, it is the relationships that have grown over the years of my involvement in this organization that fuel my drive to stay active. I wish the incoming Executive Board and Committee Chairs the very best and much success.



2017-2018

Board of Directors

Thank you for volunteering your time on the ACEC Virginia's Executive Board.

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Virginians to be Inducted in College of Fellows

Each year state organizations nominate candidates to the ACEC College of Fellows that demonstrate personal commitment, service, leadership, and enhance the public image of the consulting engineering profession.

The new Fellows, elected at the ACEC Annual convention in Washington, DC include 2 Virginia representatives: Tim Groover, Wiley|Wilson, and Don Sipher, Froehling & Robertson. The newly elected Fellows will be inducted into the College of Fellows at the 2018 ACEC Fall Conference in Las Vegas, October 28-31.

CONGRATULATIONS Tim & Don



Tim Groover, PE, FACEC
President & COO
Wiley|Wilson



Don Sipher, PE
President
Froehling & Robertson

ADVOCACY NOW AND IN

“The Times They Are a-Changin’” Bob Dylan, 1964

Written by: Tim Groover ACEC Virginia Advocacy Chair

Before I get into ACEC Virginia Advocacy efforts, let’s talk about the 2018 General Assembly Session. In many ways, this was uncharted territory for the Commonwealth.

The Freshmen

Nineteen brand new members entered the House of Delegates. That alone creates quite an impact. This greatly increased the Democratic representation in the House. Anyone close to this will cite one factor . . . Virginia voters, mostly in the larger metropolitan areas, sent a resounding anti-Trump message in November.

There are several firsts among the newly elected Delegates. The first transgender Delegate. The first Asian-American woman Delegate. The first Democratic Socialist Delegate.

What are the impacts of these new faces?

First, the Republican Longstanding majority in the House shrank to 51-49. Similarly, the Senate Republican majority is now 21-19. You can imagine how much incentive exists on both sides to tow the party line and resist any temptation to cooperate with the other side.

Second, conventional wisdom suggested many of the newly elected Democrats had no chance for victory. Therefore, they received zero financial support from the Democratic Party. This group came to Richmond ready to stir things up and challenge the Democratic leadership who showed no confidence in them in the fall.

Third, the interests and agendas of many of these newcomers is much more aligned with social issues than with business issues. And they tend to look upon business issues from a social perspective.

A large number of progressive bills were introduced this session. Not many of them advanced but this could easily change in future sessions as these freshmen gain more experience and clout. The rough guess is that about **90% of the bills** introduced in the Northern Virginia area are not helpful to the business interests of ACEC Virginia members. Have I got your attention yet?

The Budget (AKA Medicaid Expansion)

After months of back and forth, the General Assembly sent a budget to the Governor, which he signed on June 7. The big hang up was Medicaid Expansion. This was one of the main campaign promises made by newly elected Governor Northam. The budget will expand Medicaid, increasing health care access for nearly 400,000 Virginians.

Electability Versus Policy

With the margin in the House and Senate so close, expect a ton of cash to be spent in



ACEC Virginia meeting with Congressman Garrett

THE FORESEEABLE FUTURE

upcoming elections as both parties try to shift the balance in their favor. Incumbents will remember 2017 when numerous “safe seats” were lost to newcomers. This will be evident in a predictable underlying theme in future proposed legislation. The theme being “how will this proposed legislation impact me in the next election” as opposed to “how does this proposed legislation affect the citizens of the Commonwealth.”

ACEC Virginia Priorities

Now that you have some background, what’s on ACEC Virginia’s radar screen?

- **Qualifications Based Selection (QBS):** This will always be a main focus for ACEC Virginia. Of particular concern is a huge exemption (aka loophole) we are seeing more localities use in the Code of Virginia procurement rules. This exemption appears to allow localities to competitively bid professional services in instances that would directly conflict with QBS. You can expect to hear more about this significant concern later this year as we dig into the implications of this exception and develop plans for addressing the issue.

- **Terms and Conditions:** This continues to be a challenge as government clients increasingly attach non-negotiable T’s and C’s to RFPs that contain uninsurable language.

- **Construction Procurement:** We’ll keep an eye on legislation that deals with things like CM at Risk, Design-Build, and PPEA. Often bills affecting the construction industry have language that affect the engineering community.

- **Education of Legislators:** We will work with Reggie Jones and Patrick Cushing with Williams Mullen to develop a strategy to educate new General Assembly members about our interests. This effort will focus

on members of committees that have the most direct impact on our interests.

How You Can Help?

There are several ways you can help advance the interests of the profession and your business.

1. Financially support both the Virginia and National PAC. Your contributions go directly to the advancement of ACEC’s interest.
2. Get involved within your district. Go to local functions in your area where General Assembly members are present. Introduce yourself and tell them you would like to be a resource to them when legislation comes up affecting professional services. The most common question an elected official asks someone they meet is “where do you live?” If the response places you within their district, they are ready to listen. If not, you are often wasting your time.
3. Consider running for office. I’m serious! Our profession is NOT adequately represented in government. This puts us on the outside looking in on many major issues.



ACEC Virginia participating in Hill Visits

2018-2019 Board of Directors

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Draper Aden Associates

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MEET YOUR 2018-2019 PRESIDENT

Who is Jeff Lighthiser?

I grew up just north of Baltimore and attended Baltimore County Schools. In 1972 I left Maryland for Virginia Tech, and haven't lived anywhere outside of Virginia since that time. While studying civil engineering at Tech, I participated in work study programs with Whitman Requardt & Associates, Wilson T. Ballard Company, and finally a little Blacksburg startup named Draper Aden Associates.



In 1975 I started at Draper Aden as a manual drafter, became a project engineer upon graduation, and eventually became CEO in 2010. Current plans have me capping out my career around 2022.

I have a wonderful wife, Birdie, three grown sons, a wonderful daughter-in-law, and a six-month old grandson. Spending time with my family brings me great joy and energy. Birdie and I are very active in Manakin Episcopal Church in Powhatan County.

What do you aim to accomplish as President of ACEC Virginia?

The obvious answer here is to Help Grow Your Business! Through some tremendous past leadership, ACEC Virginia has built great momentum in education and legislative advocacy. My first goal is to

increase membership involvement so everyone takes advantage of the available ACEC resources. A second goal is to focus on educating future engineers through interaction with students at all levels of school, elementary through college. It's all of our jobs to promote the engineering profession to youth.

What ACEC Virginia committees have you served on prior to becoming President?

In my time with ACEC I have served on the Government Affairs, Membership and Education Committees. Each committee has its own challenges and rewards but play a critical role in a great organization.

Please explain the growth of ACEC Virginia since you first joined:

ACEC Virginia has grown steadily through the dynamic leadership of our past President and Boards, as well as the driving and inexhaustible force of our Executive Director, Nancy Israel!



What is your greatest accomplishment since becoming the CEO of Draper Aden Associates?

While Draper Aden has more than doubled in size since I became CEO, my greatest accomplishment is the ongoing development of a values based culture to guide us into the future.

What advice would you give to someone entering a leadership position for the first time?

Always surround yourself with people who are smarter than you and take the time to listen to them!

What do you consider to be the engineering industry's biggest challenge?

Our biggest challenge is developing the workforce we need to tackle the exciting engineering challenges ahead of us all. Every engineer can play a role in addressing this challenge.

What are your favorite places to travel or hobbies you enjoy outside of the office?

My place of solitude is Topsail Island, North Carolina

WE WANT TO HEAR FROM YOU!

Welcome a new employee?
Change office locations?
Receive an Award?

Email Justin Rinaldi at jrinaldi@acecva.org with your latest Member News to be featured in our next Member News Email!

2018 ECV PAC GOLF CLASSIC

Thank you to all who attended and sponsored the 2018 Golf Classic at the beautiful Foundry Golf Club! Your efforts and donations help to ensure a strong presence in legislative activities. The Golf Classic raised an estimated **\$8,000** for the Engineering Companies of Virginia Political Action Committee (ECVPAC).

DMWPV's team won the first flight and consisted of Greg Ellen, Mark Teachey, Rick Berrey, & Brian Pritham.

The second flight winners were Draper Aden's team of Dennis Murray, Mike Evans, Mark McGuire & Greg Dunphy.

We hope everyone enjoyed their day at The Foundry Golf Club. Join us again on **May 20, 2019!**



THANK YOU 2018 GOLF CLASSIC SPONSORS

- Alliance Engineering
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- Brockenbrough
- Clark Nexsen
- Collins Engineers
- DJG
- DMWPV
- ECS Mid-Atlantic
- Eden & Associates
- Froehling & Robertson
- JMT
- Mann & Associates
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- Matheson Financial Advisors
- Olson Engineering
- Proxios
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- Williams Mullen

ANNUAL CONFERENCE

CONTINUED FROM COVER

with executives from a variety of industries, Coughlan distilled key lessons important to engineers and leaders in our industry, in an informative, interactive format. After a morning of continuing education, members dispersed for an afternoon of golf, hiking and poolside

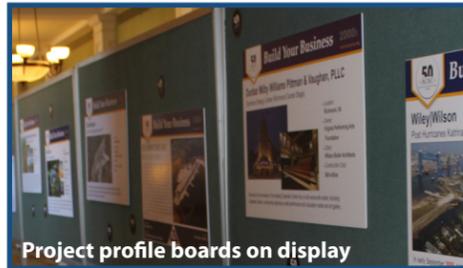


Dr. Coughlan at Friday's Educational Session

fun. Several in our group convened after lunch for additional education - the art of Cocktail Mixology! Thank you to these members for mixing, muddling, shaking, straining, and sipping in support of the ACEC/PAC.

Our group reconvened for drinks, hors d'oeuvres, and dinner in the Crystal Room. Emcee and Past President, Bruce Sadler, guided the group through a jam-packed program including: words from our departing president Robert Burkholder (Clark Nexsen), past presidents Cecil Doyle (AECOM), & Frank

Wilson (McKinney & Co.), incoming President Jeff Lighthiser (Draper Aden), a recitation of our Governor's Proclamation commemorating 50 years, the installation of officers for 2018-2019, the graduation of the 2017-18 Emerging Leaders Institute, goodbyes to and recognition of departing board members and the ECV PAC Silent Auction and ACEC PAC raffles.



Project profile boards on display

On Saturday morning, we concluded the conference with a networking breakfast followed by another interactive business session with Dr. Coughlan, taking a deep-dive into the importance of perspective-taking in his session called *Problem*



2018-2019 Board of Directors. L-R: Jeff Lighthiser, Janet Webster, Victor Angell, Julie Hartman, Donald Booth Jr., Bob Burkholder.

Solving Through Perspective Taking. Coughlan facilitated group discussions and members participated in small groups and reflection exercises. The members' favorite project was also announced: DJG's Cofferdam at Yorktown.



Thanks to our past Presidents who celebrated our 50th Anniversary with us

CONGRATULATIONS EMERGING LEADERS INSTITUTE GRADUATES

- Peter Allen**
Clark Nexsen
- Creighton Barnes**
Clark Nexsen
- Peter Bennett**
DJG, Inc.
- Michelle Bolding**
Schnabel
- Jilian Breeden**
Marshall Craft Associates
- Darren Curtis**
DJG, Inc.
- Tara Eschenfelder**
Delta Airport Consultants
- Andrew Fleenor**
Wiley Wilson
- T.R. Fluker**
Schnabel
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Froehling & Robertson
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DMWPV
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Wiley Wilson
- Georgana Turner**
Clark Nexsen

FORUMS A HUGE SUCCESS

ACE Virginia – A Joint Venture with ACEC/VA, AIA, and AGC

ACEC Virginia is always looking for ways to collaborate with other organizations to build stronger relationships. ACEC/VA, AGC, and AIA developed quarterly forums for the vertical community to provide face time with key clients and networking opportunities with peers and colleagues.

The June Higher Education Forum hosted four higher education institutions: Norfolk State ODU, VCU, and William & Mary. The institutional staff covered a variety of topics and answered questions from the audience.

The next ACE Virginia Forum will be held this fall in Southwest Virginia.



Terry Woodhouse, Director of Capital Planning and Improvements addresses the audience

New this year: HR and IT Forums

These forums were created to provide a venue for the HR/IT professionals in member firms to share ideas, address issues & collaborate. Thank you to Clark Nexsen and Delta Airport Consultants for hosting.

The HR Forum, an interactive session on Engagement and Retention, presented by Patti

Davison, founder of Suits and Souls, LLC, focused on motivation and best practices to engage and retain employees. The forum provided insight into firms' processes and practices. HR and Business leaders shared similar concerns in open communication.

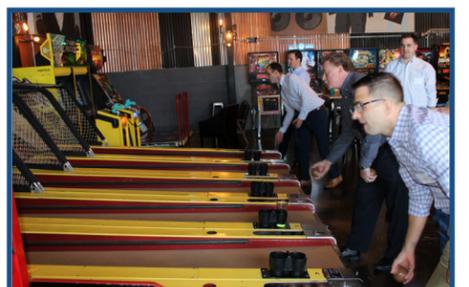
IT professionals came from across the state to collaborate and learn about the latest trends in the IT industry. Our experts, Proxios & G2Ops, opened the forum with information about VDI, DFARS, NIST, Cyber Security, Citrix, and WMWare. The conversation turned to a free-flowing discussion among attendees centered around security and the latest trends in the cloud. The next IT forum will be held this fall in Richmond.

ACEC Virginia plans to hold these forums on a quarterly basis around the state. Email info@acecva.org to add your HR and IT Professionals on the respective mailing lists.

Next Generation Networking Social

The Next Generation Committee held a networking social in May at the Circuit Arcade Bar in Richmond.

Members came to network and play arcade games. A YETI® cooler was raffled off and raised \$800 for the ACEC/PAC. Stay tuned for our next networking event!



LET'S BUILD THE INDUSTRY TOGETHER

Looking for a way to give back to the industry? Interested in developing your leadership skills? Consider joining a committee.

You can make a difference!

Advocacy: This committee provides advocacy on behalf of the engineering industry and establishes rapport with pertinent governmental agencies. Members of this committee represent ACEC/VA on the Joint Legislative Committee (JLC), a joint committee of ACEC/VA and VSAIA. This committee meets as needed throughout the year.

Education: This committee organizes continuing education for firm employees and promotes engineering careers in schools throughout the Commonwealth. This committee meets 4-6 times each year.

Subcommittee: Virginia Engineers Conference (VEC), Subcommittee develops course tracks and establishes sponsorship guidelines for the VEC. The VEC committee meets monthly.

Finance: This committee implements the financial policy established by the executive board, prepares the annual budget, and audits the accounts of ACEC/VA. This committee meets 1-2 times each year or as needed.

"Being a three time committee chair for ACEC has sharpened my business acumen and given me the opportunity to build a professional network. I encourage individuals at all levels to get involved. It is a worthwhile, measurable investment."

Carey Andrews
FSO/ISO Manager
Mason & Hanger

Membership: This committee pursues prospects to apply for membership, encourages firms to bring in new members, encourages attendance by new and current members at meetings and events, and helps new members become active quickly in ACEC/VA. This committee meets on a regular basis throughout the year.

Subcommittee:

Next Generation (NextGen)

Subcommittee represents young professionals within member firms, promotes increased participation in ACEC/VA activities, increases diversity in participation, and provides a young professional perspective to various activities of ACEC/VA. The NextGen committee meets several times a year.

Political Action Committee

(PAC): This committee develops funding opportunities for both the ACEC/PAC and the Engineering Companies of VA PAC (ECVPAC) to support advocacy efforts on the state and national level. This committee meets several times a year.

Transportation: This committee advocates for the engineering industry on state and national issues and establishes rapport with pertinent governmental agencies. This committee meets monthly.

VOLUNTEER NOW!

Visit acecva.org/committees to sign up for one of our committees

2019 Engineering Excellence Awards Key Dates

September 14, 2018

ACEC Virginia deadline to complete notification of intent to submit

November 7, 2018

ACEC Virginia deadline for entries

November 26, 2018

ACEC Virginia Judging

Early December

ACEC Virginia entrants notified of awards

February 7, 2019

Engineering Excellence Awards at the Jefferson Hotel

The Guidebook will be released online early July



Financial Wellness Reaching Majority Status ACEC RT

Your company is likely among the majority that not only want to help employees with their non-retirement financial matters but also are offering tools to make it happen. That statement can be made with some degree of confidence, because according to the Aon Hewitt 2017 Hot Topics in Retirement and Financial Wellbeing report, 59% of employers recently asked said they are very likely, with another 33% moderately likely, to focus on overall financial wellbeing among employees. That's a very strong showing of more than 90%. Helping employees take charge of their financial lives isn't a new idea, of course. But it seems to be gaining more popularity each year; 60% of organizations say they believe financial wellness has increased in importance within their organizations in the last two years.



Even more startling, the percentage of employers who offer workers a tool to help them with at least one aspect of financial wellness is expected to reach 84% by the end of 2017 — up from 58% at the beginning of the year.

Popular Services, Tools and Education

Most popular among current offerings are services, tools or educational campaigns that address the basics of financial markets/simple investing, offered by 43% of employers responding to the Aon Hewitt survey.¹ Other popular items were health care education and planning (37%), financial planning (35%), and budgeting (34%).

Among companies that don't currently offer these services, tools or educational campaigns, many say they are very likely to do so in the future. Among the topics of interest:

- Basics of financial markets/simple investing, 42%
- Health care education and planning, 38%
- Financial planning, 37%
- Budgeting, 36%

¹ 2017 Hot Topics in Retirement and Financial Wellbeing, Aon Hewitt.

Why They Invest in Financial Wellness

Primarily, employers responding to the survey said they believe creating or expanding their financial wellbeing program is the right thing to do, at 84%. Other reasons include increasing employee engagement (78%), and improving their retirement statistics (60%) like improved adequacy, decreased leakage and higher participation rates.

As the worker population ages, organizations will see more and more near-retirees. Of responding organizations, 75% expect an uptick in this group over the next three years, and they are ramping up their communications accordingly. Among the actions respondents have already taken to help employees successfully retire are:

- Providing retirement planning education to retirees, 19%
- Increasing the level of automation, service and/or web access, 15%
- Providing help with Medicare planning, 15%
- Providing help with Social Security planning, 15%

Many more employers said they are very likely to take these actions. Among those that have not already done so, 49% of organizations said they are very likely to provide retirement planning education to retirees; 37% said the same about increasing the level of automation, service and/or web access; and 50% said they are very likely to increase communication about the retirement process.

Interested in learning how the ACEC Retirement Trust can assist you with your retirement plan needs? Contact: lydia.zabrycki@acecrteducation.com - (559)284-0370

Additional Web Resources for Plan Sponsors

Internal Revenue Service, Employee Plans
www.irs.gov/ep

Department of Labor,
Employee Benefits Security Administration
www.dol.gov/ebsa

401(k) Help Center
www.401khelpcenter.com

PLANSPONSOR Magazine BenefitsLink
www.plansponsor.com www.benefitslink.com

Plan Sponsor Council of America
www.psc.org

Employee Benefits Institute of America, Inc.
www.ebia.com

Employee Benefit Research Institute
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