



Calloway & Associates, Inc.



Environmental Capability SOQ

Calloway & Associates, Inc. graduated from the SBA 8(a) program February of 2014. Calloway is still classified also as a “SDB, VOSB, SDVOSB, WOSB, EDWOSB” small business that provides a diverse set of services as well as being a product supplier to the Federal Government for 11 years now. The company began just over 26 years ago (as of June of 2015). The company was founded and still owned/managed by Ms. Helen Calloway, CEO/President who is a highly experienced certified financial accountant (service disabled veteran owner company majority owner) to provide financial accounting services to small and mid-sized commercial customers. In 2005, VP Calloway Corporate Business Development and also VP Operations, Ms. Cassandra Johnson, PMP, VP Corporate Business Development Director, became a minority ownership principal and is a managing partner in the firm coming from IT systems design and IT accounts management history with IBM and prior from SQUARE D Corporation. Cassandra manages most of our over 18 active Federal contracts.



Ms. Donna Potter manages the Calloway environmental department & newest business line which Calloway began offering in late 2011. She also manages all subcontracts and most environmental, sciences, or research oriented contracts for Calloway. Since 2005 when Calloway entered the federal marketplace, Calloway has grown over 700% to date, and has almost tripled in staff size during just the last couple of years, now having about 65 staff (nationwide, primarily onsite federal agency contractor staff). Calloway hired an additional principal in late 2011, Ms. Donna Potter, V.P. Federal Programs, who holds a BA Environmental Studies who has over 32 years environmental and natural resources projects management experience nationwide. For our 65 current staff size Calloway continues to successfully provide a diverse set of services to government and the private sector as well

as IT, lab chemicals/reagents, and health medical equipment and supplies to the DoD, the Dept of veterans Affairs, and the State of NC. Staff sizes vary during each year with timing of when various onsite federal contracts begin and end.

Why Select CALLOWAY?



With a focus primarily on federal sector environmental and natural resources studies and programs (compliance and planning), our company reputation is based on the ability to bring the right staffing resources to the project and get the job done on time and on budget (no matter the type of work required or where you need us). We understand our unique role supporting federal sector customer requirements. Our advantages include:

- An understanding of most federal agencies, other government agencies and universities, and also private sector mission requirements, operations, facilities, and activities;
- Experienced ENR staff experienced working with government and private sector installations to evaluate, manage and mitigate potential environmental impacts from various and diverse activities.
- Multi-disciplinary expertise and a team of staff and consultants experienced managing and supporting projects across any ENR or IAQ discipline involved in conservation, compliance, environmental health and safety, planning, and engineering design;
- Management team includes many nationwide project management experienced staff who have managed complex projects of a variety across geographically diverse or multiple-locations nationwide and some internationally;
- Environmental department Project Managers & technical leads are highly experienced for their discipline topic, and many retired from management positions with agencies such as EPA, Dept. of Veterans Affairs, had environmental and natural resources management civilian positions with USMC, DHS, DHHS/FDA, International USAID work, NASA, USAF, ARMY SERDP, NAVY, USACE, USAF, USAF reserve, MICC Ft Bragg, USARMY ACC Aberdeen Proving Grounds, DOI, and state and local governments.
- Wide range of installation-specific contracts and including Fixed Price ID/IQ task orders, Labor Hour contracts, T&M contracts, CPFF contracts, Performance based contracts, and offsite or onsite customer support.

- A 25+ year history of satisfied government and private sector customers for a wide diverse set of services and also as a government product supplier. A recent DNB Open Ratings report scored Calloway past performance for two GSA schedule contracts applications a 96% Customer satisfaction rating.
- Within the environmental department, our 12+ available staff and more than 5 independent consultants collectively have over 25 years each and many have 30+ years environmental and/or natural resources project management and senior level support experience. The total years of staff experience adds up to over 350 years' experience collectively.
- Calloway has a proven recruiting, screening, background checks, hiring, staffing, placement, and retention policy process. We have several nationwide job board accounts (for diversity and for finding and recruiting and hiring security cleared staff) worldwide.
- Calloway can be a subcontractor team member supplying project staff who are our regular employees with benefits, or who can be hired by us without benefits as temporary project staff (staff augmentation specialist).
- Staff can be supplied as a staff augmentation specialist even outside our normal core business line areas, such as for PEs, PGs, CAD technicians, Construction workers, Construction estimators, geotech, etc.
- Within our core business lines we can provide a wide variety of types of staff nationwide that we supervise on technical projects as a subcontractor as well.
- Calloway is headquartered in Raleigh, NC and we have satellite offices in Washington, DC and in Northern California at present.
- Our onsite FTE staff tasks range from 1-3 FTEs up to 65 FTEs currently, nationwide for several different agencies. Offsite environmental tasks staffing ranged from 6-10+ multi-disciplinary staff such as on the recent completed prime USMC/MCIEAST region 1 year NAICS 541620 environmental services contract.
- We were recently on a successful awarded bid team as a subcontractor to RTI international for an EPA/OSWER/ERCR Risk Assessments Support 3 year contract (\$19 million contract).
- We recently began another RTI International EPA/STREAMS 2 Contract task, TO#25 September 2015 where we will review selected mining remediation technologies to aid development of an EPA Mining Technologies Guidance Document.

- We have recently submitted other RFPs to the EPA, NAVY and USMC served "SeaPort-e", USACE Districts, GSA, USARMY, for a variety of environmental and natural resources compliance services opportunities NAICS codes 541620, 541990, 541720, and 541330 (some as a prime, some as proposed subcontractors).
- We have interest supporting large primes, as well as priming with large or small businesses supporting us as subcontractors, or developing JV teaming with other small businesses such as engineering and geology firms, and/or IT services and financial accounting firms.
- Recent Calloway recent federal prime environmental contract values have ranged from \$300k/year to over 47 Billion Base or Option periods (wide range of admin, IT, program support, training, and other services including environmental engineering, range support, QA/QC, and research support). Task values completed within Calloway have ranged from \$4500 to over \$4 million each. Currently we have over 16 services contracts with active tasks, and over 5 product supplier separate active prime contracts in the federal sector.
- Most recent 3 year avg. revenue for the company is \$2.3 million. Revenue for 2012 was growing at \$3.2 million with 2013 revenue; 2014 revenue of \$4.2 million.

Calloway has a master services agreement (MSA) also with RTI International since 2012, and with D&H Engineers (civil and environmental engineering design A&E/Env small business HQ in WV with an office in Raleigh). RTI International is a large not for profit organization based in RTP, NC. Calloway has supported environmental tasks and also IT systems design and section 508 compliance website development tasks as a subcontractor to RTI international since 2012.

CALLOWAY as we mentioned was one of the successful RTI team proposed subcontractors that was part of this RTI International as prime contractor team winning team, for a one award, valued at over \$19 million dollars total, US EPA/OSWER/ORCR Risk Assessment Support Contract. The contract scope is to provide a variety of technical policy and rule development and other support for the Economic and Risk Analysis Staff (ERAS) of the US EPA Office of Solid and Hazardous Waste, Resource Conservation and Recovery Office in Washington, DC was awarded recently to RTI international (prime). This EPA Headquarters Office of Resource Conservation and Recovery contract is a one award, and up to 3 years period of performance (contract base period is 2015, 2016, and 2017). The contract provides environmental services NAICS 541620 contract where tasks should begin after the start of FY16 in October 2015. This contract is intended to provide ORCR economic and risk

analysis staff (ERAS) health and ecological risk assessment a wide set of services to support policy and rule development with a wide variety of technical support. This EPA/OSWER/ORCR contractual support is necessary for the assessment of potential risks and other impacts associated with the generation and management of materials originating in households and businesses, industrial process materials and residues, and management of municipal and industrial solid wastes. EPA's Office of Resource Conservation and Recovery has been responsible for developing and implementing a national solid waste management program under the requirements of the Solid Waste Disposal Act (SWDA), as amended by the Resource Conservation and Recovery Act (RCRA) of 1976, and the Hazardous and Solid Waste Amendments (HSWA) of 1984. This risk assessment support requirement includes providing EPA with technical and outreach support in the following major work areas:

- Hazard, Fate, Exposure, and Risk Assessment Support;
- Emerging Technical Issues Support;
- Model/Method Development and Support;
- Information Gathering and Data Analysis;
- Document Preparation; and
- Other Technical Support.

The primary goal is to ensure that hazardous and nonhazardous solid wastes do not pose unacceptable risk to human health and the environment through environmentally sound waste storage, treatment, cleanup and disposal. Beginning in 2007, ORCR assumed responsibility for overseeing issues pertaining to polychlorinated biphenyl (PCB) cleanup and disposal, storage, and decontamination under the Toxic Substances Control Act (TSCA), the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA), and RCRA, as appropriate. Looking to the future, ORCR will continue to maintain and build on effective established programs and increase efforts contributing to conservation, sustainability, and safe materials management. Through resource conservation and Sustainable Material Management (SMM) the EPA strives to find flexible, yet protective ways to conserve natural resources by preventing pollution and promoting recycling and reusing of materials, reducing the use of toxic chemicals, and conserving energy and materials. SMM is a systemic approach that seeks to reduce materials use and their associated environmental impacts over their entire life cycle, starting with extraction of natural resources and product design and ending with decisions on recycling or final disposal. The technical support requirements for this contract fall within the scope of ORCR's legal

authority, mission, and responsibilities, and are designed to help ORCR meet resource conservation, protection, and corrective action goals. As such, the scope of work for this contract is extensive and includes a wide variety of tasks that require multidisciplinary and highly-specialized expertise. For more detail about this contract scope of services, please contact Calloway. We also have teamed with other companies with offices in FL, VA, NC, OH, AZ, WV, TX, CA, and GA who specialize in geology (licenses geology firm), archeology (in-house RPA) and also NEPA field studies and corridor studies, wetlands, archeology, and water resources studies, groundwater studies who also has a Raleigh office. Calloway ENR staff has extensive past experience managing and supporting a variety of EPA projects and contracts, and includes two former branch chiefs, section chiefs, and one senior staff who managed EPA's Superfund site assessments field office for Region VII for over 7 years. Ms. Potter's past EPA projects within the CAA areas and agencies of EPA includes over 16 years of project management and subcontracts management for EPA complex regulatory development and enforcement and other planning and systems design and model design projects nationwide. Calloway has experience risk assessment specialists available as staff and consultants with health risk assessments experience and with ecological risk assessments experience, including one who is also a registered pharmacist and several PhDs and Masters degreed environmental and natural resources scientists.

CALLOWAY CAPABILITIES & EXPERIENCE

We recently supported USMC MCI EAST Region (Southeast US) and installations and training assets with multi-disciplinary environmental services (contract M67001-12-P-1347, NAICS 541620) environmental and natural resources compliance planning, outreach and partnering services, technical support and analysis and strategy formulation for multi-disciplinary habitat management, ecosystems preservation, technical writing, website development, briefings presentations, white paper development, encroachment mitigation, training mission sustainment (ranges), alternative energy, pollution prevention, and encroachment mitigation planning & strategy development support, forest conservation, coastal resources, drinking water resources, innovative trading programs, innovative partnering and funding studies, noise protection, all environmental and natural resources protection programs compliance analysis, technical services support, GIS map development, website development, training range mission sustainability scope. The contract spans all regulated federal environmental regulations and covers 5 SE US states (VA, NC, SC, GA, and FL MCIEAST region installations and training range and other assets. It is a one year with one option year period contract). The regulatory programs involved spanned CAA, GHG, ESA, CWA, RCRA/CERCLA or DERP sites, FIFRA, TSCA, SIKES ACT, OPPIA, SDWA, MMPA, and executive orders and changes to 10 USC and the US Farm Bill and changes to

the Sikes Act. For our completed 5 tasks, we studied information nationwide and for the wind turbines mitigation project, we studied technologies and other siting design possible mitigation strategies and case studies worldwide. The contract was supporting USMC/MCI East region HQ at MCB Camp Lejeune and our strategies recommended for encroachment mitigation included their assets and facilities in the region (VA, NC, SC, GA, FL). Most of our staff supported these tasks, and all 5 tasks were managed by Ms. Potter with other technical leads managing subtasks as appropriate.

- a. **MCIEAST Region TO#1** involved ESA research within the southeast states in the MCIEAST southeast region, to specify potential species at risk "candidate species" that potentially will soon be listed under the federal Endangered Species Act (ESA) and included creating GIS maps, appendices, tables, and draft and final deliverable white paper reports, and developing a PowerPoint briefing slide show and presenting at the briefing. Also we attempted from the lengthy list of candidate species to prioritize and suggest which may have the most impacts to training mission sustainment on the ranges and along TERF military training routes within the region. All environmental regulations were also reviewed for this and for all 5 MCIEAST TO reports where necessary along with draft regulations that could impact or change compliance strategies or affect encroachment planning in the region. The deliverable reports for each TO was over 200 pages.
- b. **MCIEAST Region TO#2** involved review and summary of innovative forest conservation and working forest current and recent program examples, nationwide and including the southeast US 5 state MCIEAST region. We located and reviewed over 200 such programs and plans that also included partnering plans within forest lands. The report included a review and summary of all regulatory impacts that could negatively affect forest sustainment and ecosystem protection, or non-compliance with existing variety of environmental and natural resources statutes and regulations (federal, state, and local). Also the report included a review and summary of various types of taxes and proposed taxes which could enhance or prevent more private sector land owner or NGOs such as TIMOs and REIT conservation trust organizations. We also were to develop and summarize various federal, states, NGO, or public sector potential new partnering funding sources, including potential planned compliance changes upcoming in the SIKES ACT, and USC10 planned upcoming changes that could affect DoD partnering and transfer of funds from DoD to the private sector. We created several GIS maps to better depict trends of forest ownership within the region, with details as to what factors and markets both US and internationally have affected the forestry industry sector over the past 25 years. Also forecasts were included as to likely trends in forestry and forest properties declines expected based on a number of economic, working forestry sector, tax changes, biofuels industry, wood pellet industry, silvicultural and agricultural possible regulations changes (such as the Farm Bill now stalled in the Congress).

Recommendations to strategy were included, in the light of all these complex factors, and what GHG EPA and state of California GHG rules may be used (or not) to MCIEAST's advantage in the near term and also longer term for planning purposes. For this TO, we summarized and reviewed ESA and the roles and responsibilities of the USFWS and the USFS, DOI, DoD and listing TIMO and REIT land ownership details within the southeast states for potential partnering targeting strategy. TIMOs and REITS were studied and included that presently own forest lands in the 5 southeast states, and also some TIMOS and REITS were included that have potential to move into the region purchasing forest lands in say the next 5 -10 years. Also included was TIMOS or REITS that based on partnering studies found in other parts of the US are seemingly more interested in forming partnerships with federal agencies and other NGOs, or wood products industry sector companies such as International paper, Mead Westvaco, or Weyerhaeuser. Universities were also researched for forestry conservation programs, interests, and those sources of grants and additional funding. We researched many coalitions, partner organizations, ecology organizations, silviculture operations, agricultural lands conservation grants (through USDA or state agriculture agencies), and other private sector associations interested in forest conservation and working forestry organizations such as the NC Forestry Association, and other State organized NGO Forestry Associations within the southeast footprint states of MCIEAST. We throughout kept mindful of the USFWS and ESA, and SIKES ACT requirements in compliance assurance with the ESA, environmental laws such as CAA and GHG regulations and carbon sequestration via California GHG regulation, market based trading possibilities for ecosystem maintenance and restoration, CWA and direct and indirect water quality compliance requirements such as existing state BMP requirements in affected water bodies, wetlands (USACE updated wetlands plants list), listed federal and potential to be listed SAR Candidates for listing species and critical habitats, NEPA, and Sikes, ACT, etc. We also reviewed and considered potential for existing large power generation companies in the southeast (electricity generation utilities), commercial alternative energy sources impacts such as wind farms, solar farms, biomass power generation industry, and/or potential fracking operations may affect forest sustainment trends and property ownership shifts in the near term and longer term and potentials for additional funding and/or partnership formation with each of these types of commercial industries.

- c. **MCIEAST Region TO#3** involved a review and summary of technology developments and mitigation possibilities for minimizing negative impacts of commercial wind farms if located near MCIEAST Training assets or facilities having specific ground based radar equipment needed for training and air traffic responsibilities. The wind turbine blades and also the farm turbine siting and locations can cause clutter and create possible problems identifying MCIEAST aircraft or helicopters during training maneuvers. We studied worldwide reports and

examples of other countries' mitigation of impacts to aircraft ground based radar in recent years for support to MCIEAST and the USMC strategies for this potential and ongoing problem, especially as more commercial wind farms may be possible both offshore and on lands proximate to MCIEAST training ranges. Inventories of MCIEAST ground based radar equipment and locations were developed on GIS maps for the report. Various wind turbine motors and blade design and also wind farm siting design reports were studied nationwide and internationally to present all possible encroachment mitigation options. Even not yet developed technologies such as stealth commercial wind turbine blade and motors technologies were reviewed and included, and assessment as to whether that is viable near term or farther term. Information such as planned obsolescence of existing specific types of ground based radar equipment schedules were studied and included as some of the equipment replacements could minimize potential negative radar impacts using more recent developed equipment technology ground based radar developed by Raytheon. Operational and within MCIEAST training and operational constraints, and examples where DoD had required commercial wind farms in the US to donate set amounts of funds in order for the siting permit approvals to be granted by the FAA were included in the over 200 page report. Phone inquiries, email correspondence, and reference citations were included throughout the report deliverable. Over 500 website based reports were located, screened, summarized on appendices forms in the deliverable. A PowerPoint slide show was developed and a briefing presented to MCIEAST. More upfront interaction in the FAA commercial wind farm siting and permits process was recommended as well in order to minimize negative radar impacts through the actual site by site wind farm turbine individual configuration on each site layout designs.

- d. MCIEAST Region TO#4** involved review and summary of working forestry operations examples study to support enhanced partnering strategy efforts within the 5 state MCIEAST region proximate to installations and training range and other training assets. We identified using the tables developed in TO#2 of active and potentially active TIMOS and REITS in the southeast, contacts information. We contacted and phone interviewed all of these entities to discuss their goals and interest in potential partnering with DoD in general for possible relocation of endangered or candidate species in the near future based on possible DoD funding options for such in the SIKES ACT moving through Congress, and specifically the 10 USC changes that may affect this partnering potential for the DoD through these regulatory changes ahead (if passed). Besides the TIMO and REIT organizations (TIMOS being timber management companies, and REITS being real estate Trust organizations or NGOs) located and reviewed over 200 such programs and plans that also included partnering plans within forest lands. Details as to what the TIMOS and REIT entities identified suggested to improve their partnering potentials, and what they may need to better assess their risks and costs associated in working out such partnering agreements may likely be from other partnering efforts, and from their

individual board members or trustees requirements, etc. Also we collected info from these entities as to what typical conferences and meetings they attend each year (and most recently) so we could identify additional potential conferences and meetings that MCIEAST G-7 should consider attending in the future. This same type information gathering was also conducted for other likely partnering types, such as within the electric utility sector, universities with forestry programs, NGOs, Fracking Operations, Biomass Industry sector, Wood pellet producers industry, traditional pulp and paper industry, etc. Also the report included a more in-depth review, summary, and assessment summary of each federal and also state specific type of property, estate, trust, conservation taxes, fees, and also developing new regulations for proposed tax changes details within the MCIEAST 5 state footprint. We determined and recommended whether each type of existing tax or proposed tax changes may indeed enhance or prevent more private sector land owner or NGOs such as TIMOs and REIT conservation trust organizations in the near term and longer term and why. We also reviewed state by state to recommend the "best" and "worst" states for potential private entity forestry conservation and species relocation (and subsequent payments by DoD for ecosystem maintenance longer term) partnering prospects based on these tax law details. We also were to find and summarize any additional federal, state, NGO, or public sector potential new partnering laws, regulations, or prospective legislative changes proposed or being considered. These included funding sources, including potential planned compliance changes upcoming in the SIKES ACT, and USC10 planned upcoming changes that could affect DoD partnering and transfer of funds from DoD to the private sector, possible timetables for passage, etc. if information could be located. We developed a SharePoint website (BOX) to manage the collection and organizing of this extensive data and reference sources. We created several large tables, and communications documentation forms, websites researched, references and reference citations library, and links to online reports used as sources of information, support for our findings, and for future use by MCIEAST G-7 for future planning efforts. We developed several GIS maps where this depicted points we were making graphically. Recommendations to strategy were included, in the light of all these complex factors, and what GHG EPA and state of California GHG rules may be used (or not) to MCIEAST's advantage in the near term and also longer term for planning purposes. For this TO, we reviewed existing laws such as the ESA and the roles and responsibilities of the USFWS and the USFS, DOI, DoD and listing TIMO and REIT land ownership details within the southeast states for potential partnering targeting strategy. We reviewed progress with reauthorization of the USDA Farm Bill still stalled in Congress and how that may impact those funds and partnering potentials within the agricultural sector. TIMOs and REITS were studied individually in more detail than for TO#2, and included that "level of interest 1-5" to purchase or purchase more forest lands in the 5 southeast states, and also some TIMOS and REITS were included that have potential (and each ascertained

"level of partnering interest 1-5" to move into the region purchasing forest lands in say the next 5 -10 years). We researched (within the US southeast 5 states) many universities, power utilities ecology conservation projects and programs and funding potentials, other conservation organization coalitions, partner organizations, ecology organizations, silviculture operations, agricultural lands conservation grants (through USDA or state agriculture agencies), and other private sector associations interested in forest conservation and working forestry organizations such as the NC Forestry Association, and other State organized NGO Forestry Associations within the southeast footprint states of MCIEAST. We throughout kept mindful of the USFWS and ESA, and SIKES ACT requirements in compliance assurance with the ESA, environmental laws such as CAA and GHG regulations and carbon sequestration via California GHG regulation, market based trading possibilities for ecosystem maintenance and restoration, CWA and direct and indirect water quality compliance requirements such as existing state BMP requirements in affected water bodies, wetlands (USACE updated wetlands plants list), listed federal and potential to be listed SAR Candidates for listing species and critical habitats, NEPA, and Sikes, ACT, etc. We also reviewed and considered potential for existing large power generation companies in the southeast (electricity generation utilities), commercial alternative energy sources impacts such as wind farms, solar farms, biomass power generation industry, and/or potential fracking operations, and also other developing ecosystem protection market-based programs incentives that may affect forest sustainment trends and property ownership shifts in the near term and longer term and potentials for additional funding and/or partnership formation with each of these types of commercial industries. The final report deliverable was over 200 pages long. Atkins Global (that had purchased PBS&J) was our subcontractor for this effort performing about 8% of the labor for this effort.

- e. **MCIEAST Region TO#5** involved review and summary of complex endangered species conservation partnering plans based on approvals of recent partnering plans both agency initiated and/or private landowner or NGO partnering agreements, that are reviewed and approved (or not) by the USFWS in compliance assurance with the ESA, environmental laws, NEPA, and Sikes, ACT, etc. From these included final 12 complex partnering plan examples researched after locating and reviewing and screening upwards of 50 such plans that would meet most or all the discriminator criteria, we then created summaries related to the ESA that would contain components such as ESA Section 7 & ESA Section 10 take permits, multiple species partnering protection plans involving either existing listed ESA species, and/or candidate SAR potential to be listed species, multiple agency partnering, multi-partners from the private sector or NGOs, not involving MCIEAST for these examples, and some from the southeast region, some from the Western US, and some example partnerships from the mid-west or south. Another key discriminator for this task order was that some of the partnering entities be working forestry operations. This

approach serves as the latest encroachment mitigation strategy formation by MCIEAST to encourage and provide outreach and inclusion to working forestry partners within the southeast as the best approach to minimize more urban land development that could negatively impact the training ranges missions and take away more land which may serve as appropriate habitat where possibly endangered or candidate species may be able to be relocated to off the training range lands (some species, not necessarily all). The TO scope included creating GIS maps, managing a SharePoint type website (BOX), appendices, tables, and final deliverable white paper reports. Also we attempted from the lengthy list of candidate species prioritized in TO#1, to select types of species or taxa that may most impact training mission sustainment on the ranges and along TERF military training routes within the region as far as selecting the final 12 complex partnering examples. All environmental regulations were also reviewed for this and for all 5 MCIEAST TO reports where necessary along with draft regulations that could impact or change compliance strategies or affect encroachment planning program strategy development in the region. The deliverable report for this TO was over 200 pages. Atkins Global (that had purchased PBS&J) was our subcontractor for this effort performing about 8% of the labor for this effort.

DHHS/NIH Clinical Trials Health Effects Research Study Support (Logistics and Outreach and interaction with Study participants, PHD researchers and other NIH involved civilian staff (5 year onsite Prime contract)

USDA Longhorned Beetle Migration research Study Support (Onsite as prime, GIS and IT information support to support the USDA agricultural pest trends spread of the Long horned beetle in the Midwest).

USIWBC Conference & Public Meeting Support: Prime, GSA TAPS Schedule awarded Task. Attended 5 public forums and commission board of director meetings, locations for in SW US Border states with Mexico, This organization/commission supports water quality and water resources planning in the SW region including CA, NM, AZ, TX, and CO. Calloway staff scribed speaker notes and prepared conference summaries. Agencies attending included DOI, USFWS, EPA, local and state environmental agencies, the public, universities, etc. and representatives from the government of Mexico.

ARMY/Ft Detrick, MD - USAMRIID/CBRN Bioengineer IIIs onsite support: presently locating/recruiting, (as a proposed 2nd tier sub) 2-6 Bioengineers to function as asst. lab managers, advanced vaccine developers for ricin and/or WEEVEE, technical leads, and/or CIO support for warfighter support protection. (Not an active project as yet).

CA CEQA/EIR Biological Impacts Chapter Development, Master Plan Update, and Wildlife Corridor Assessment Project: 2nd tier Subcontractor, This CA CEQA/EIR draft

Chapter for Ecology and Environmental (Baton Rouge, Louisiana/Susan Patton) subcontract that supported preparation of a CA CEQA EIR Biological Impacts Chapters (2009), including the migratory bird corridor impacts assessment.

Dept. of Veterans Affairs, VAMC Gainesville, FL: subcontractor, CAA regulatory strategy and compliance, technology requirements, total cost requirements for needed changes, and economic feasibility study of a CAA Subpart Ce (MIWI existing medical waste incinerator) located in Gainesville, FL. (This project had CAA and also RCRA compliance components as well as pollution prevention and recycling plan review.)

Seminole Tribe of Florida/Tribal Government Environmental Subcontract Projects

- a. CAA FP&L proposed New Large Pulverized Coal Electric Utility Facility (Glades Plant in southern Florida) Air Construction Permit information review, review of other interested stakeholder comments, and preparing the Tribe's official public comments and presenting them at contentious public hearings held by EPA Region 4 and FDEP (Seminole Tribe of Florida Pulverized Coal proposed New Electric Utility near the Florida Everglades – FP&L Glades Plant 2007)
- b. and c. Review of 2 Draft NEPA EA chapters of 2 casino locations in Florida for the Seminole Tribe NEPA EAs for parking deck construction on reservation properties/casinos in Florida. This tribal government task purchased from DPC by Calloway was a CAA environmental impacts assessment for a proposed new pulverized coal electric utility in South Florida near the Everglades. Subcontractor to an 8(a) prime in Florida, prepared the tribe's official comments and presented those concerns to the tribal legal advisors, and to the public hearings associated with the prospective project. This was primarily a CAA impacts assessment and air permit review/QA, and preparing the tribal official public comments, delivering those, and briefing the tribal attorney of the tribe's position. (2006-2008)

Mobile District USACE contract funded subcontract environmental compliance past performance TOs:

- a. USMC/MCLB Albany GA Warehouse NEPA EA
- b. USMC/Albany GA Large Vehicle Paint Facility
- c. INRMP Update USMC/MCLB Albany GA
- d. FLAFNG NEPA EA for a Proposed New Jet Fuel Storage Tank Facility on the former Cecil Field NAS property that was purchased property by the Jacksonville Ports Authority and a portion leased by FL USAF Reserve National Guard. All those subcontract TOs now owned by CALLOWAY that Ms. Potter supported were funded through a former prime 8(a) company's USACE Mobile District BEST environmental services contract-NAICS 541330.

NEPA EA for USAF/45 CES/CEVC: subcontract to 8(a) prime to prepare draft and final proposed Skid Strip expansion mitigated NEPA EA on CCAFS

NEPA EA for SpaceX Corp.: subcontract for the proposed launch facility for the Falcon 1 and 9 unmanned rocket facility on CCAFS which was coordinated through USAF/45th CES/CEVC at Patrick AFB, FL as well, and reviewed up through USAF Space Command and also the FAA.

Environmental and IH Facility Audits and permits review: subcontractor as 2nd tier sub - Dept of Veterans Affairs Clarksville WV VAMC and Richmond, VA VAMC

USAF/Langley AFB, VA (USAF ACC HQ)-now Langley-Ft Eustis: Annual Stormwater Program Audit/Base wide Stormwater Plan Update and BMPs review project: as subcontractor to an 8(a) prime firm

Note: Most of our example NEPA EAs subcontractor tasks past performance examples described included preparing draft DOPPA, NEPA EA draft and final chapters including air quality impacts, hazardous materials impacts, water quality impacts, endangered species impacts, historical and archeological impacts, and public notice and comments support. Air quality impacts chapters included review of all existing Title V CAA Operating permits and construction permits, modifications, air emission reports, compliance documentation, testing results, as well as estimating impacts and describing what permit modifications would need to be prepared for the proposed new construction activity. The SpaceX NEPA EA comments were addressed from the Patrick AFB wing command level, through USAF Space Command HQ and its attorneys, and also the involved FAA which also reviewed the drafts. The Falcon 9 rocket would eventually be utilized transporting equipment and supplies to the International Space Station for when the Shuttle Program retired. In process of preparing any of these NEPA EAs, various existing NEPA EAs, EISs, and Programmatic NEPA EAs were reviewed and utilized where possible.

SWPPP Projects, Commercial trucking facility CWA compliance assessments including preparing revised SWPPP and BMPs review, for trucking companies in VA and in TX.

Phase I/II ESAs (Calloway 2nd tier sub, commercial confidential customer in Kansas)

Industrial or Environmental Consulting Company Acquisitions Advisory Services Support Projects: review of all available environmental compliance or investment firm environmental data assessments research type past projects completed for McGraw Hill, New York, NY (confidential environmental firms or international equity firms in Canada and the UK) which largely involved RCRA and CERCLA CWA, and CAA regulatory compliance

research on specific potential properties that McGraw Hill confidential equity and/or investment firm clients were interested in purchasing within the US.

Calloway NAVY SYSCOM SeaPort-e Prime contract (see our website, 22+ services areas (functional areas) nationwide 541330 warfighter exception NAICS), all 7 SeaPort-e geographic zones, and all 22+ functional areas awarded in 2013 (2 year base period, 5 year option period). The \$47 million dollar base period prime contract we hold that includes environmental scope is **NAVY/SYSCOM/SEAPORT-e nationwide MAC contract (all 7 zones supported at present as of November 20, 2013) which can be utilized by all major NAVY commands, as well as all of the USMC**. Our team includes large businesses SAIC and Tetra Tech EMC; and several small businesses such as AKEA, Inc., and Marc Enviro Services, D&H Engineers, AMCORP, TELNET, and Programmatic Engineering Group, Inc. (PEGI), 5 of which are environmental A&E/Environmental compliance and/or A&E/Environmental & Engineering contractors. SeaPort-e contains over 22+ functional services areas services providing a wide range of services from financial, administrative, program management, warfighter support, engineering, research, environmental engineering, logistics, IT systems development, range support, etc.

GSA Environmental 899- Calloway submitted application and is awaiting award in FY16 hopefully. Meantime we would love to discuss partnering to support those companies already holding a GSA 899 schedule contract.

Other Services Contracts/Projects Experience Nationwide:

CALLOWAY has over 18 existing federal prime contracts (primarily) and subcontracts of a variety as we supply diverse services to the federal sector for the past 6 years. Our range of company prime federal contracts also include financial accounting, IS/IA/IT services, GIS, and administrative and technical support, as well as staff augmentation services and temporary staffing, prime federal contracts range in value from \$150,000 to about \$47 Billion dollars with our NAVY SYSCOM SeaPort-e contract (see our website, 23 services areas nationwide 541330 warfighter exception NAICS). Staff onsite range from 1 FTEs to 50+ per task. The \$47 million dollar base period prime contract we hold that includes environmental scope is **NAVY/SYSCOM/SEAPORT-e nationwide MAC contract (all 7 zones supported at present as of November 20, 2013) which can be utilized by all major NAVY commands, as well as all of the USMC**. Our team includes large businesses SAIC and Tetra Tech EMC; and several small businesses such as AKEA, Inc., and Marc Enviro Services, D&H Engineers, AMCORP, TELNET, and Programmatic Engineering Group, Inc. (PEGI), 5 of which are environmental A&E/Environmental compliance and/or A&E/Environmental & Engineering contractors. SeaPort-e contains over 22+ functional services areas services providing a wide range of services from financial, administrative,

program management, warfighter support, engineering, research, environmental engineering, logistics, IT systems development, range support, etc.

We were also recently part of the awarded HP team on a \$4.5 Billion NAVY and USMC NMCI Transition "NGEN systems design" contract bid team that won. This contract services include providing onsite IS/IA/IT enterprise system development including cyber-security and transition to NGEN for USMC's NMCI world-wide intranet contract (CONUS and OCONUS). USMC's NMCI is the largest intranet in the world. Calloway was proposed as one of the subs to the big 4 "NGEN Alliance" JV member companies, Lockheed Martin, Hewlett Packard was the lead of the NGEN Alliance successful JV (one award, 5 years). Our tasks have not begun to date for this contract.

Some of our onsite federal non-environmental prime contracts at present are federal civilian staff augmentation.

One **DHHS/NIH staff augmentation contract** we have presently can supply all current NIH labor category position type staffing. We have over 8 separate civil case development technical support contracts with DOJ at present (several states). Our staff support lead prosecutors on a wide variety of agency civil cases and provide this support preparing for trials and also during the trials in the courtroom. We have many staff that have had required background checks and have been approved for CAC cards to utilize various federal agency computer systems and facilities, including the DoD.

Calloway also has a current **EPA/OAQPS 5 year contract** providing financial data analysis services onsite in RTP, NC. We provide 1.5 FTEs for that support onsite.

Two GSA Schedule contracts awarded SINS include environmental labor categories, GSA FABS, and GSA TAPS schedule contracts. Since being awarded FABS and TAPS schedule contracts in summer 2013, we have been awarded 2 FABS quote tasks (National Guards, and DOJ); and 12 TAPS quote tasks (EPA Region X administrative assistant services support; DOJ community outreach, and DOJ financial support, military readiness support, Dept of Veterans Affairs medical clerks support in Arizona (30 FTEs), and other clerical support to VAMCs in Texas (50+ FTEs); and program support at USCG HQ).

Calloway has also applied for a GSA MOBIS schedule contracts that both are in the evaluation process.

Other CALLOWAY Contracts and Subcontracts

CALLOWAY presently also has over \$2 million/ year prime ARMY ACC supplier contracts through ACC Aberdeen Proving Grounds, MD contracting office; and Ft

Mead, MD. These are primarily 5 year annual software license renewal supplier prime contracts, including reselling ORACLE and other cyber security software and encryption software license renewals to the ARMY.

CALLOWAY also recently completed an **USARC Survivor Outreach Support/SoS subcontract** where CALLOWAY supplied USARC Ft BRAGG MICC Contracts office 9 FTE advisory counselor staff onsite in 5 facilities (ARMY) nationwide in 4 states for 10 months supporting the Regular ARMY, USARC, and ARMY National Guard families of fallen Heros grief counseling and financial counseling services and outreach services. This staff were placed working on bases in several western states including Hawaii.

We completed last year a 12 FTE onsite paralegal support **DOJ US Attorney's office** in Arizona as prime contractor. We provided paralegal support to civil and criminal case development for the whole prosecution processes, including in courtroom tech support, administrative and clerical support, and IT user support.

Our CALLOWAY Environmental Department Management and Staff Information

Calloway now has over 65 total staff of a wide variety (and additional PhD statisticians, IT systems development specialists, communications specialists, logistics specialists, financial accounting specialists, and administrative as well as case development paralegal specialists) and has ready over 5 identified additional prospective employees with commitment



letters signed that can support additional tasks. We have presently over 12 environmental department managers, senior staff and support staff including available consultants of a variety, together have over 350 years of specialized ENR, ESH, research, and IT and/or GIS and computer modeling staff. CALLOWAY has extensive federal onsite (over 98% of our prime federal contracts) and also we have environmental department available staff (over 12) staff & available consultants that are skilled project managers within their respective disciplines. Most of our senior staff have each over 20-30 years each offsite and onsite environmental and/or natural resources plus some with GIS and computer systems development past experience as well.

Ms. Donna Potter, VP Federal Programs is also Calloway's Environmental Department Manager and directs staffing, hiring, and customer satisfaction for ENR related CALLOWAY projects. Ms. Potter also typically manages Calloway's ENR, sciences, research, and some IT related subcontracts for CALLOWAY. Ms. Potter has a Bachelor's Degree in Environmental Studies with a double major in Social Sciences from UNC-W and

has over 33 years of environmental and natural resources multi-disciplinary project management experience nationwide plus science and engineering related computer systems and model development experience, as well as design of GIS systems. Her responsibilities related to software enhancements and design included drafting and editing the required computer system lifecycle documentation documents.

Her whole career included extensive technical writing as well as data QA/QC, data analysis, sampling, testing, monitoring, lab analyses, risk assessments, website content design, education and outreach, impacts assessments, GHG emissions tracking, energy conservation cost reduction tracking, and technology, regulatory development, and compliance and economic feasibility studies. She joined Calloway when Calloway purchased her company environmental services division of Donna Potter Consulting and that past performance and tasks. Ms. Potter leads the Calloway Environmental Services Department and is the company VP Federal Programs Manager. Ms. Potter has over 32 years of environmental and natural resources regulatory compliance and planning experience for many federal agencies including Dept. of Veterans Affairs, DoD, USAF, USMC, NAVY, EPA, USACE, Army National Guard, AFRNG, state agencies, local government agencies, and Tribal Governments. She also has experience related to commercial and private industrial sector as well. She is truly multi-disciplinary ENR project manager and her background includes IT environmental systems design including GIS systems on a national scale. Ms. Potter's other past experience (multi-disciplinary environmental compliance and heavily CAA or RCRA/CERCLA related, as well as NEPA) was as a Project (or subcontract or contract manager) manager for many EPA/OAQPS, ORD & ORD Labs, OPPE, Office of Acid Rain, EPA Enforcement Division, and EPA Region compliance projects and planning or regulatory development and analysis projects for over 16 years for several large A&E/Env. firms such as Parsons/Engineering Sciences, TRW (Radian purchased now ERG and AECOM own parts of that past TRW division cotntracts), ACUREX (ARCADIS purchased), CSC, and EH Pechan and Associates (now Transystems), and ESE (MACTEC purchased and now AMEC owns).

She managed CAA NSPS standard development projects including the first EPA CAA negotiated rulemaking for Wood Heaters, ambient air monitoring projects, air modeling projects, emission factor development projects, SIP review projects, AP-42 Chapter drafting, AIRS subsystem design, Title V air input tool development, complex planning and forecasting air emissions system integration projects, source testing, wood heater testing, enforcement projects, regulatory comparisons federal to state and local projects. While she worked overseeing the air emissions program on CCAFS for Johnson Controls for two years she prepared and edited all other air permit application packages and assured reporting and compliance was accurate and timely.

She prepared modeling runs, air toxics modeling runs, training for AQ issues, and prepared RCRA Part B air toxics emissions risk assessment information and response to NODs for

CCAFS during permit application process for a range RCRA Subpart X Miscellaneous Burn Unit (Bang Box) and OB/OD detonation facility on the beach at CCAFS, managed revisions to various base wide environmental plans including the multi facility recycling plan, reviewed storage tank registrations, estimated Title V air emissions including fugitive emissions, supported sea turtle GIS and nest counting projects, and drafted over 25 NEPA EAs and/or FONSI or CATEX documentation for CCAFS. She has conducted ambient air monitoring, in-situ and extractive air emissions CEM monitoring and audits, and has prepared EER reports, negotiated with state and local agencies, and has prepared GHG inventories including a county-wide carbon sequestration and voluntary carbon credits tabulation in the southeast.

As primarily a federal contractor company, our organizational structure and range of services are tailored to provide direct support to our government programs. Senior Program Managers and other staff report directly to Ms. Potter. Ms. Potter reports directly to the Calloway President/CEO Ms. Helen Calloway. Other available ENR staff are described below. Other Calloway key environmental department staff (over 10 at present) include highly experienced environmental and natural resources protection compliance specialists, including CAA professionals, NEPA and Sikes Act experts, CWA and water resources professionals, RCRA and CERCLA experts, FIFRA, TSCA (completed EPA Region IV training course), OPPE, chemists, chemical engineers, environmental engineers, environmental planners and AICP planners, economics majors, GIS and IT professionals, environmental specialists and scientists, geologists, industrial hygiene specialists, asbestos and LBP specialists, statisticians, forestry specialists, T&E or Candidate SAR Species, IAQ specialists, Monitoring, sampling and equipment specialists.

She held a secret security clearance while working onsite at Cape Canaveral Florida. She has drafted EPA and other agency reports, guidance documents such as state and local agency guidance to develop air toxics emission inventories, environmental impacts chapters for CAA standard development (NSPS and NESHAPs), PSD Initial Permitting Delays OAQPS Report to Congress, supported public hearings for govt and for stakeholders, response to comments, managed docket preparations, state agency program audits, industrial permit applications development and review of a wide variety (CAA and RCRA).

She managed and supported over 20 OAQPS/Assistance to State and Local Air Agency projects, that included data and permit and permit materials reviews and QA/QC in over 30 state and local air pollution agencies nationwide. She was responsible developing EPCRA inventories, chemicals inventories, emissions inventories, air toxics hot spots inventories, environmental USAF/CCAFS compliance planning budgets (1 year and 5 year). She completed 6 APTI air pollution technical courses, was a certified VEE observer and trainer, is a certified erosion control inspector (FDEP), and had extensive management training and

data systems development on-the-job training with CSC. She has prepared a variety of DoD facility required plans. Senior Environmental Dept. Staff are described below.

Her career projects have spanned the US and include Mobile USACE NEPA EA and INRMP update projects. For CSC she designed initial databases and models such as CASTNet, a office of acid rain/ORD developed 20 year forecasting tool to predict when the Title IV emissions cap would be exceeded by industrial boilers, which combined parts of 14 other EPA emissions models including NDDN, etc. She reviewed CSC involved regional air models being developed or enhanced for EPA through OAQPS and OIRM for data systems such as AIRS and its subsystems to ROM, RADM, RPM, EPA LIMS, Superfund Contractor Payments System, NPDES permitting, and RCRIS, CERCLIS, and BEIS. For CSC she also was involved as a subtask manager on a risk assessment and CAA permit plus CEQA EIS project on Edwards AFB for the Propellant Initiation Program (aka Star Wars or SDI) ground test blasts. She reviewed available approved EPA models and other commercial models to select/recommend and get approvals for using a non-traditional model called PCAD (Products of Combustion and Air Dispersion) model developed and owned by El Dorado Engineering. For CSC she reviewed and aided in selection of appropriate models for specific permitting, testing of models, or development of front end data entry tools, and review of appropriate models for emergency release projects. Her primary expertise has been CAA, NEPA, Sikes Act, RCRA, and CWA. Ms. Potter is also a certified erosion control inspector by the State of Florida FDEP. She has extensive regulatory and policy development experience. Ms. Potters past employers included Parsons/Engineering Sciences, ESE (now part of AMEC); TRW Env. Eng. Division (past contracts acquired by Radian Corp, then some contracts acquired by ERG and URS, and URS now part of AECOM), Johnson Controls World Services (now IAPWS), CSC/ATD Division (now part of PAE, Inc.), State of NCDENR, Alachua County EPD, Terranext, Sigma Tech, EH Pechan (now part of Transystems).

Our Calloway ENR Staff & consultants have performed past federal work through all these environmental related NAICS codes and also through 541712, and 562910 environmental remediation NAICS code, as well as IT NAICS codes such as 541511 and 541512. The contract scope spanned all ENR technical disciplines and regulatory programs, including also ESA, NEPA, Sikes Act, Forest Sustainability and Conservation, CAA & GHG, RCRA, CWA, RCRA/CERCLA, FIFRA, TSCA, Noise, IAQ, Alternative Energy, Mission sustainment, Training Range support, encroachment mitigation strategy development and planning. Other regulatory programs included in the scope included federal and state CAA & GHG, RCRA, CWA, FIFRA, TSCA, MMPA, OPPA, ESA, Indoor Air Quality/Industrial Hygiene, H&S, Noise, Air Space Issues, Outreach/Education, Alternative Energy Studies, Technical Support/Document Preparation, Website Design, Presentations, Workshops, and Briefings, GIS, Partnering & Encroachment Strategy Development and Support. Example programs were reviewed nationwide or in some cases worldwide.

Our QA Manager holds a MS Environmental Toxicology (BS in Biology) and is certified as: CHMM, HAZWOPPER, CEP, certified ISO14001 EMS lead Auditor, certified asbestos inspector (Commonwealth of VA), is Calloway's S&H Manager and QA Manager. He supported all 5 USMC MCIEAST TOs summarizing a wide variety of documents for inclusion in the appendices of the report deliverables. He has over 35 years of civilian environmental and IH compliance and auditing experience largely in the eastern half of the US. He was an EPA Region 7 Superfund Field Office Manager for 7 years, and spent years as an environmental & IH manager for DHHS/FDA and then for Dept. of Veterans Affairs in several VISNs before retiring and continuing his work as an independent consultant. He has a Masters in environmental toxicology, a BS in Biology, and is a certified ISO14001 Lead Auditor, a CHMM, CEP, REA, RES, HAZWOPPER, and certified asbestos inspector. His experience post civilian and military career have included work on projects with DPC (past performance 2007-2011 now owned by CALLOWAY), and also he supported a 3 year support effort to a small environmental engineering business on a USFS environmental services contract where the focus was inventory of hazardous materials on USFS sites in two USFS regions, documentation for RCRA compliance, and coordination and removal of various hazardous wastes and chemicals. His recent projects also included PHASE I/II ESAs and federal VA facility multi-disciplinary environmental and IH audits.

He has decades of experience conducting multi-disciplinary environmental and also Indoor Air Quality/Industrial Hygiene facility audits. He has experience using a host of environmental sampling, monitoring, and testing equipment for RCRA, CERCLA, and CWA, FIFRA, and TSCA compliance. He has extensive RCRA and CERCLA site sampling experience, and RCRA closure plan development, CERCLA or SUPERFUND Site Assessments and RI/FS studies, Environmental or ecosystem restoration, wetlands delineations, endangered species surveys, special complex studies, and other research topic studies and a variety of IT and data QA projects management. He supported all 5 of Calloway's USMC/MCIEAST TOs.

One environmental casual task based staff member veteran of USMC holds a BS Economics and he supported all 5 Calloway USMC/MCIEAST TOs. He also had prior project involvement (as an independent consultant) for the incumbent contractor on the prior USMC MCIEAST region environmental services contracts including the encroachment plan development and wind turbine research for impacts on ground based radar prior studies for USMC/MCIEAST and MCIWEST, as well as for the USAF on some TOs for that company as an independent consultant. He has also been a commercial airline pilot so is expert with FAA regulations on airspace and equipment as well.

Another Calloway senior staff is a former OAQPS Branch Chief who is our CAA Program Manager and CAA expert who holds a MSChE, and who retired after a 36 year EPA/OAQPS career where he was a GS-15 Chemical Engineer and had also been an OAQPS National Air Quality Data Branch Chief. He managed joint DoD/EPA

funded air technology research and emissions research projects for OAQPS, mentored and provided guidance to third world countries developing air pollution regulations and programs, and also attended and chaired technical air specialty conferences. John was the person within OAQPS to first suggest EPA develop an "AP-42" and drafted many initial chapters early in his career, and ended his career in the emissions factor branch managing development of several AP-42 chapter revisions and new chapters about PM2.5 such as Chapter 15. He was recently interviewed by the New York Times as an expert on Green House Gases and climate change (air pollution related topic). As a consultant after EPA retirement he has met with DHS about chemical industry anti-terror strategies possibilities as to where data may be found, and for a Fortune 500 customer he and Ms. Potter supported developing their draft EPA GHG Rule stakeholder comments. John presented the comments at a national public hearing on that draft rule. He has supported post retirement planning specialty conferences developed and offered by AWMA and NIST. He has extensive outreach, education, training, and policy development experience over the span of his career and since his retirement. John is adept and highly experienced planning and chairing EPA national scale conferences and technical workshops. He also has for EPA mentored developing nations in air pollution regulatory development processes and technical matters. He also had managed over \$50 million in joint funded OAQPS and ARMY SERDP CAA technology measurement research projects. John was involved in all 5 of the MCIEAST task orders as well performing strategy, briefings support, and high level document quality reviews.

Another senior environmental scientist (MS Chemistry) is another former EPA Cincinnati branch chief and former section chief, who has over 36 years with EPA directing water resources and remediation technology studies and lab analysis associated. He also since retiring worked another 12 years until recently for ERG on EPA similar research projects in their Cincinnati office. He also reviewed/assessed related models and supported tools development.

Another senior environmental and natural resources staff specialist is a certified land planner (AICP), and also holds an MS & BS in Environmental Planning (Urban and Regional Planning from UC Berkley) has over 10 years multi-disciplinary land planning issues, encroachment planning, BRAC planning, and CAA and RCRA/CERCLA, and CWA and NEPA experience. He also is an experienced GIS map developer, and is expert at finding and organizing needed data to produce results oriented GIS maps for our reports. He is adept and is an environmental and natural resources regulatory specialist, including taxes, zoning, and other real estate oriented environmental project requirements. He also has recent past experience with CAA regulations and requirements, permitting, and also CWA and NEPA and ESA requirements. He also has presentation development and delivery, liaison, outreach and education experience, as well as policy advisory and regulatory compliance oriented advice duties where he has worked before in a Quasi Texas

environmental agency regional setting. He coordinates since the USMC Calloway project ended, for a quasi-government agency nonprofit that provides education and outreach on environmental laws, regulations, and technical guidance at the federal, state, and local level throughout Texas. He is adept at drafting quality reports and technical writing expert no matter the environmental topic. He supported all 5 MCIEAST Calloway TOs. He also prior to this USMC contract, supported the last prime contractor Marstel-Day under the same prior contract several tasks providing document drafting, regulatory and tax laws changes research that could impact partnering with private entity forest owners proximate to MCIEAST assets and facilities within the 5 state SE region of the USMC (MCIEAST). His most recent environmental projects have been for a major pipeline company based in Canada. He also for Marstel Day supported some environmental USAF tasks.

Other available senior level environmental staff included an MS in Environmental Planning, UC Berkley, and over 20 - 25 years multi-disciplinary environmental and natural resources support experience, including encroachment planning experience for MCIEAST (supported TO#1,#2, and #3), and also prior MCIEAST contract for the incumbent company. For that company he also worked similar environmental and natural resources TOs for USMC/MCIWEST and the USAF as well. He has supported BRAC NEPA documentation efforts, endangered species surveys, partnering efforts for base closures, California complex public process efforts and public hearings, and is expert at USFWS requirements and expert for ESA and Sikes Act requirements for natural resources. He also has some CAA, CWA, and RCRA and CERCLA compliance experience.

One senior CAA, RCRA, FIFRA, and CWA staff (Casual staff, task based) with a pharmacy license, worked over 25 years for southeastern based environmental science and engineering firms and mainly as an independent consultant or small business owner. He has risk assessments and environmental health studies spanning the 25 years and including the BP Deep Water Horizon Spill studies in the Gulf of Mexico. He also has managed numerous risk assessments type studies for CERCLA and SUPERFUND remediation sites in several states for several types of industrial and manufacturing companies.

Another current junior level staff has a MS and EIT in Environmental Engineering and an MS in Environmental Planning. She has international project experience (USAID related customers), and some US experience as well with GIS, sampling (multi-disciplinary water resources and CAA, CWA, and RCRA). She supported two of the USMC/MCIEAST Calloway environmental tasks as well.

Another senior staff holds a BS and M.S. degree in Environmental Planning and had over 25 years civilian agency (including USMC and DHS) role as an environmental and natural resources manager prior to joining CALLOWAY. He supported the MCIEAST T.O. #4

and #5. He has extensive CAA and other regulatory programs experience as well as encroachment experience in the federal government as a civilian in his past He had an MS Environmental Sciences retired from Civilian service (ENR) and had prior been an environmental and natural resources supervisor and/or chief of staff for 2 MCIWEST installations (in California), and also had similar duties with DHS Border Protection environmental and natural resources compliance and planning duties within the Southwest US. He is a skilled multi-disciplinary experienced ENR task manager for Calloway supporting all the current USMC/MCIEAST environmental services contract tasks. He has over 30 years of multi-disciplinary environmental and natural resources project experience, much of it in complex regulatory framework settings including California and border regions of AZ and CA for the DOI.

Another mid-level environmental scientist staff/geologist has a MS in Geology and over 7 years geology environmental related field experience prior to joining Calloway. She has past experience supporting RCRA site closures, wetlands restorations and wetlands delineations, GPS data collection for wetlands, Endangered species surveys, archeological shovel tests, groundwater sampling drilling oversight, Phase I and II ESAs, CERCLA investigations, disaster response environmental impacts assessments, HAZWOPPER, and an asbestos inspector certificate. She also had an undergraduate degree BS in Anthropology and has past archeology shovel test field survey and artifact cataloging experience (Fernbank Museum). She has past experience collecting haz waste samples, RCRA permitting, RCRA haz waste storage site inspections, groundwater monitoring data collection, GPS handheld field data collection, and GIS mapping experience for haz waste sites , wetlands delineations, endangered species surveys, and disaster site assessments for hazardous materials (Hurricane Katrina and Rita in FL, AL, MS, LA, and TX). She also had supported some NEPA EAs for DPC which those past performance example projects are owned now by Calloway. She supported the hazardous materials impacts and regulatory chapter development as a lower level environmental specialist.

Other recent Calloway senior environmental and natural resources staff (now are past employees) who may still be available as Calloway casual staff include 2 former ATKINS GLOBAL (PBS&J) and E&E past employees living in Northern Florida, that supported the MCIEAST TO#4 and #5. One has a PhD in Forestry, and is a registered forester; and the other staff holds an MS in Regional and Urban Planning. Each has extensive ecology, endangered species, forestry operations, forest conservation, forestry ecosystem and habitat studies, NEPA EAs and EISs, past experience (over 26 years and over 21 years respectively). One currently is involved in coastal wetlands assessments and forest plans and assessments for a large private TIMO developer customer within the southeast US.

Another available Calloway independent consultant is a PG, MS Geology and a certified CHMM with over 35 years haz waste and water resources and USAID related type NEPA documentation and environmental impacts assessments

including in Mexico. He also has extensive worldwide disaster response project experience over a 20 year period, and industrial site experience and DoD for over a 20 years period for a wide variety of industrial processes type facilities/customers. He is an expert "Train the Trainer" for Pollution prevention and hazardous waste compliance issues, and has prepared an extensive number of USAID reports for environmental impacts assessments worldwide. He has petroleum spill experience within the US as well on chemical plants, petroleum refineries, and government facilities.

One available subconsultant we have available has a BS Civil Engineering and over 35 years of experience with permitting (CAA, RCRA, and CWA) and associated plans.

This consultant long ago worked with Ms. Potter for NCDENR, and also TRW, and ACUREX Corp. he has extensive industrial and govt agency process equipment, and facility permitting experience in several states. He has extensive pollution control technology assessments experience and he and Ms. Potter both worked together on a recent Dept of Veterans Affairs VAMC Gainesville Medical Waste Incinerator Feasibility Study in Florida. His experience includes medical facilities, industrial processes of a variety, SWPPP Plans, SPCC Plans, EPCRA reporting, and modeling as well as carbon footprinting and GHG reporting experience, and internal and external facility audits experience.

We have existing subconsultant and/or subcontractor relationships as well with several independent very small companies), or with independent consultants such as registered PEs and PGs, and also CIHs and OSHA CSP professionals.

For instance, we have available a PE who has over 35 years CAA (including GHG reporting and carbon footprinting) and CWA and RCRA or CERCLA environmental engineering experience largely within the private sector industries of a variety. He also has extensive CAA permitting, inventories development, GHG inventories and reporting, and carbon footprinting experience. We have one Enhanced Use lease SME (Subject Matter Expert) that is involved for Calloway as a sub to EMAX, LLC for the Dept. of Veterans Affairs in the design of a nationwide enterprise level EUL property management system for VA HQ.

We also have available several independent consultants that include forestry specialists, cultural and historical specialists, cost estimators, remediation and geology specialists, engineers, computer modelers, environmental system developers, GIS system developers, EMS specialists, water resources, drinking water, ocean specialists, risk assessments specialists, risk communications specialists, land planners, financial specialists, PG and PE specialists, ecological risk assessment specialists, compliance, computer modeling, database development specialists, GIS specialists, and outreach, education, training,

planning specialists. Another Independent consultant PG who can work as an independent consultant is available and is located in Florida. Ms. Potter has worked at past companies with these two individuals.

Choose the Calloway Way!



Our Calloway GSA Schedule 736 –has some labor classifications that could be utilized for temporary federal government environmental support and also some that could be utilized for federal government Information technology or engineering technician support. See our website for more information on ordering through our GSA Schedule contracts and soon we will have available GSA 899 SIN 1 and 7.