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Publisher's Note

It's been a busy half year. Mary and I returned to Sisters for the summer, putting us close enough to enjoy the CVO and PDX picnic events, giving us time to improve our pickleball games and entertain driveway van campers like Suellen and Barry Ehrmann, and then off to Maui to celebrate our 50th anniversary with our family. The Marskes' and Chapmans' 50th celebration articles are included in this issue, too!



With Wheezer Ehrmann, one of the Koblitzes' summer visitors

Many changes have occurred over the last 6 months affecting CH and retirees alike. In November, the firm offered a voluntary retirement program (VRP) to eligible employees, with 400+ colleagues participating and adding to our ranks. Our [AlumniConnect](#) portal was revitalized with Ashlee Feeney/DEN now supporting the website. Our always-popular [Alumni History website](#) added features and content—check it out!

Our bi-annual CH Retreat program is changing to regional reunions with VRPer Rick Luebbers (Rick's parting thoughts: [Always and Never](#)) chairing planning for the Pacific Northwest group (plan is for other regional groups to form). Finally, the Board called a special stockholders' meeting in Denver on February 19th to vote on proposals needed to strengthen CH2M HILL's financial position and to continue investing in our company and our people (proposals did pass). Whew—lots going on!

My special thanks to contributors Jory Abrams, Bob Chapman, Dave Dunagan, John Gaston, Judy Lasswell, Don Marske, Vince Rybel, Rod Stroope, and others who shared updates and stories. We welcome more contributors, though, including travel articles. Share your experiences! Let me know at gkoblitz1@outlook.com, including leads on stories or pending retirements. The best of stories come from YOU! Thanks also to Suellen and Vicki for their superb help with getting this newsletter together and out!

Cheers!

Gordon

Letters to the Editor

A terrific newsletter! My thanks to you, Gordon, and all the newsletter team. As an employee of over 31 years with CH2M HILL, it means a great deal to me to receive these newsletters. Sincere regards, **DAVE SCHERTLER**

Hey, Gordon, you are an Energizer bunny! Thanks for your efforts on behalf of the alumni. Great newsletter! All the best, **STEVE AASHEIM**

Wow! Another great newsletter! Major kudos to you all. Well done, and clearly lots of work to do this! **DON MARSKE**

I printed the newsletter, and read most of it—REALLY GOOD JOB. I sincerely appreciate your including the item about my 90th b'day party. Cheers, **KEN BIELMAN**

Associates' News and Accomplishments

2015-2016 REUNION PLANNING UPDATE

BY GORDON KOBLITZ

In the July 2014 newsletter, I explained changes afoot for what was known as our CH Retreats initiated in 1996 and held every 2 years, more or less. Following our last retreat in 2013 in Denver, the planning committee explored the need for and feasibility of smaller regional gatherings funded mainly by attendees. Corporate staff would provide the retiree database and communications network, assisting with finding local facilities, and provide corporate leadership for updates on major projects, performance, and future outlook/direction.

Nancy Tuor presented the committee's report, and Chief Communications Officer Elisa Speranza/DEN accepted it last fall. Based on follow-up discussions, here are the next recommended steps:

1. Regional gatherings will be planned for multiple areas around the country in the future with the Pacific NW (PNW) leading the pack (thanks to the largest number of retirees in that area).
2. The existing reunion committee (most of whom have ties to the PNW) volunteered to continue its planning work for a PNW reunion; date, place, and activities to be determined. The event will be advertised and open to all. We will help other regions interested in planning similar reunions.
3. CH will facilitate the retiree database and communications for any planned events, along with other support as mutually negotiated.

The recent GOOD news is that Rick Luebbers volunteered to chair the PNW committee! More news will follow as details develop. Send any questions or comments to Rick Luebbers (rlobber@hotmail.com) or me (gkoblitz1@outlook.com) for sharing with the committee. Of course, volunteers are most welcome!

NEW RETIREES AND EMERITUS (SEMI-RETIRED EMPLOYEES; WORKING LESS THAN FULL TIME) AND RECENT RETIREES

In addition to the folks featured in the following articles, our recent retiree list is unique for this newsletter. Jacque initiated the Voluntary Retirement Program (VRP) in early fall to help the firm (CH) become more efficient, right-size overhead, get CH back to better financial health, and help it thrive well into the future.

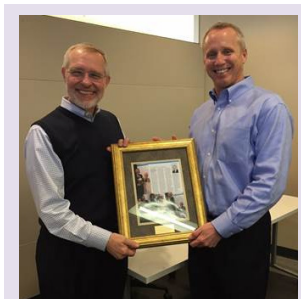
The firm had never offered a VRP before. For employees considering retirement, the VRP offered an opportunity to receive a generous separation package that otherwise would not be offered for that life event. It was offered to certain staff over 55 years of age and involved some other conditions. As a result, more than 400 mid-level and senior staff entered the program, and most retired in early November. Read emails from Terry Ruhl. [[Click here for TBG list](#)], Greg McIntyre [[Click here for WBG list](#)] and Chris Shea [[Click here for E&N list](#)] recognizing and listing of the TBG, WBG and E&N retirees who took the VRP.

The longer list linked below recognizes all those who retired in 2014. We did not have complete information for the July newsletter, so we're including everyone for the year, company-wide, for those hired prior to the year 2000 (folks with 15 years or more with the company). [[Click here for 2014 Retiree list](#)].

If you would like to share retirement stories, photos, or presentations, please forward to alumrelations@ch2m.com or gkoblitz1@outlook.com, along with anyone's name inadvertently left off the list.

RECENT RETIREES

After 35 years with the firm, Senior VP and Chief Technology Officer Dr. Glen Daigger/DEN announced his retirement. Recognized worldwide as an expert in wastewater treatment technologies, Glen has contributed significantly to CH2M HILL as well as the entire water industry. Glen's last day as a full-time employee was December 19, but he will continue to work as an advisor on key pursuits and project delivery.



Brock McEwen/DEN congratulates Glen Daigger/DEN (on left) on his retirement and years of service.

Glen attended Purdue University, where he earned graduate degrees in environmental engineering, and which honored him with its Civil Engineering Alumni Award in 2009. He joined the firm in 1979 and never left, except for 2 years in the mid-'90s (when he was professor and chair of Environmental Systems Engineering at Clemson University).

Glen was CH2M HILL's first technical fellow, an honor that recognized his leadership in developing and implementing new wastewater treatment technology. As author or co-author of more than 100 technical papers, 4 books, and several technical manuals, he has contributed to advancing practice within the wastewater profession. His 11 patents for wastewater treatment processes have helped establish the nation's wastewater treatment standards.

"Glen is an icon in our industry," said Greg McIntyre/DEN, CH2M HILL Global Water Market President. "His work with CH2M HILL and the water industry has helped improve our water-constrained global situation by influencing and transforming water management policies and practices."

Glen's commitment runs deep, having served in senior roles for the Water Environment Federation (WEF), the American Academy of Environmental Engineers and Scientists, and the Water Environment Research Foundation. While president of the International Water Association, he worked to advance the science and practice of water management to create more livable cities and accelerate the rate at which people gain access to drinking water and sanitation, all while protecting the environment. He is a member of the National Academy of Engineering, and received WEF's Harrison Prescott Eddy Award three times.

"It's been an honor to spend my engineering career with CH2M HILL, working with our clients to solve some of the most complex water challenges while having an opportunity to explore my passion of doing global strategy work," said Glen. "Retirement will not mark the end of the road with CH2M HILL, but rather the beginning of a new journey—one that will allow me to continue supporting the firm as a special advisor on key pursuits and project delivery."

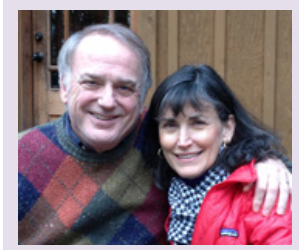
Glen is especially proud of having worked on projects that advance water reuse and recycling while protecting and enhancing the environment. From small communities to big cities, he has contributed to sustainability efforts in the Australia, China, the Middle East, New Zealand, and Thailand, as well as Anchorage, Atlanta, Dallas, Denver, Indianapolis, L.A., Milwaukee, New York, Portland,; and Washington, DC.

Dave Gray

Dave Gray/SEA is retiring after 43 years of exemplary service. An experienced program manager with a long history of success in delivering innovative and effective analyses and recommendations to clients, Dave spent more than 35 years advising domestic and international clients on energy- and utility-related issues. He developed many trusted relationships, delivering projects efficiently and effectively. He is an expert in energy project development, energy efficiency, planning and forecasting, deregulation and privatization, pricing, and market evaluation.

Dave served as a division manager in the Bellevue office and was principal in charge of the downtown Seattle office. He also served as president of the Seattle Economist Club.

Dave and his wife, Holly, are planning trips to new places. At the same time, he expects to be seen occasionally around the firm as he finishes up some work that will extend beyond his official retirement date. We wish him well in his retirement and thank him for his client-centric service and years of dedication.



Norm Bowman

Project manager Norm Bowman retired after 37 years of exemplary service. We would like to take this opportunity to recognize his service to CH2M HILL and the community. Norm's efforts to improve and complete our work at the East Tennessee Technology Park (ETTP) project have been an example to us all and can never be duplicated.

Norm began working at the Department of Energy (DOE) K-25 site (now ETTP) in 1977 as a lab technician and held various roles during the production and initial shut-down phases of the site. During the '90s, the Community Reuse Organization of East Tennessee (CROET) assumed responsibility for the site under an innovative DOE program to convert former weapons manufacturing sites into productive community assets. He began with CH2M HILL in 1998 when we assumed responsibility for utility operation and rehabilitation at ETTP as a contractor to the CROET. Norm was instrumental in planning, organizing, and directing operations of the water and wastewater systems, and enabled CH2M HILL to develop and maintain positive, productive relationships with the DOE, the United Steel Workers, and the Roan County community.



*CROET President
Lawrence Young and
Norm Bowman (on right)*

While at ETTP, he oversaw environmental safety and health for operations and rehabilitation. He drafted new safety procedures, monitored regulations, and trained staff in use of protective equipment and conformance to DOE site requirements. The project has now exceeded 8 years without an OSHA recordable injury.

For the past 3 years, Norm served as project manager. During his tenure, we successfully completed the final scope of work items to rehabilitate and prepare the remaining utilities at ETTP for transition to the City of Oak Ridge.

As Norm's role progressed, his influence on CH2M HILL and ETTP grew stronger. With more than 37 years of experience in operations and management, his insight into project delivery has positively influenced every facet of our work. We wish him well in his retirement and thank him for his client-centric service and years of dedication.

Paul DaSilva

Paul DaSilva/FLL started with Gore & Storrie in 1967 under a Waterloo co-op term as a draftsman. In 1970, he went full time. His sole interview question was, "Can you draft?"



Paul saw many changes throughout his tenure, and made some changes of his own. In those days, staff were asked to wear a tie and white shirt. Paul had just one white shirt, so he edged the dress code toward colorful. In later days, ties disappeared—moving from traditional to trendy—and everyone loved it.

True story: Paul and Ron MacDonald often drove to Ajax to work on water/wastewater plants. Once, after a rainstorm, they noticed manhole covers popping off. Ron made Paul go down a manhole to remove boards while sloshing around waist-deep in sewage—then Ron had to drive Paul home.

Between 1998 and early 2000, Paul served as president of CH2M HILL Canada, during the transition of CH2M HILL Gore & Storrie Limited to CH2M HILL Canada Limited. As a manager in the '90s, Paul was given the task of managing staff workload balance (for a short period of time staff had to work reduced hours to stay employed during a slow project period). Paul ensured that staff with reduced hours were compensated by the Government of Ontario – which supplemented pay if only 65 percent of the staff's time was worked.

The three things Paul loved most about the company were the opportunity to work on unusual projects (e.g., waist-deep sewage), building and working in teams, and being fairly compensated. Paul loves playing dominoes and going to the beach, but mostly he loves spending time with grandkids.

Jim Parrish

Dallas hosted a retirement celebration was held for Jim Parrish on September 11. Steve Goodwin/RAL and Wayne Pearson/RDD (with wives Leyla and Karen) paid a surprise visit, and Steve Lavinder/ATL, Blake Jeffcoat/MGM, and representatives of Dallas Water Utilities, Tarrant Regional Water District, the Trinity Trust, and others also attended.



Jim joined the GNV staff in 1981. He relocated to Atlanta, then back to Gainesville where he managed our design center before relocating to Dallas in 2003 to become geographic operations manager. In 2007, he became Southeast Region Operations Manager. He was instrumental in helping establish great relationships with many long-term clients, including the Florida Keys Aqueduct Authority and Hampton Roads Sanitation District in Virginia.

Jim leaves behind a strong legacy as an excellent program and project manager. During his time in Dallas, he led delivery of the Trinity Lakes Project, a \$20-million program to create a park eight times the size of Central Park adjacent to downtown by designing three lakes and realigning miles of the Trinity River. Jim finished his career by delivering a high-quality design of Tarrant Regional Water District's IPL Pump Station and Intake Project, a \$21-million project finished under budget and on schedule.

Rhonda Guerra and David Lathrop

CONTRIBUTED BY GORDON KOBLITZ



L to R, Bill Berhorst, David Lathrop, Rhonda, David Lewis, Jean Koch, Vicki Stevens, and Gordon.

On November 15, 40 people gathered in Austin for a celebration in honor of Rhonda Guerra and David Lathrop, including family members of both. Rhonda administered federal contracts and was a very long-time employee (where very equals more than 33 years), and David had more than 19 years with I&AT (IDC) in locations around the US.

There was lots of chatter before dinner, folks gave testimonials in honor of Rhonda and Dave, and cake was served. Joe Jenkins did a particularly good job recalling many of the good times and comradery in the early days of starting the Austin office with Rhoda providing her support and good cheer. Former CHer Robert Adams took a picture of Rhonda, Dave, and other CH retirees

Carl English-Young (cey544@yahoo.com)

After 32 years with the firm, Carl English-Young/CVO took the VRP at the height of his career (meaning, just before the collapse) and celebrated with gatherings in DEN and CVO.

Carl started as a lowly editor, realized his forte was helping others (conveniently fitting into the Nancy Nurse category of work stereotypes), and eventually became Director of Proposal Development, a leadership position to end all leadership positions, or at least his, within Proposal and Development Solutions (PDS; formerly Business Development Solutions [BDS], earlier the BD part of Technical Publications [Tech Pubs], which became Publications [Pubs], AKA editors).

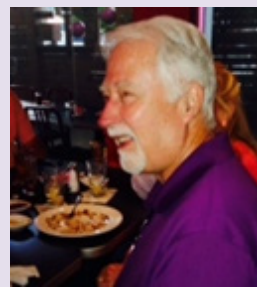
Carl is enjoying kayaking, hanging with grandkids, and growing irises, gladiolus, and kohlrabi.

CEY and Friends:



Former and current Oregon staff celebrated Carl and Lyn Larson's VPR at Delicia's Café in Corvallis: L to R, Gene Bonham, Larry Weymouth (now at Oregon State U.), Carl, Carol Harms, Alumni Newsletter Delivery Expert Vicki Starr/PDX, Aimee Hobson/CVO, Barbara Spreadbury; Lyn Larson, and Justin Martin/CVO

John McNitt



John McNitt moved over to Critigen when that transition occurred, and retired in September. He was a program manager on major capital improvement projects in San Antonio, St. Petersburg, and Tampa, to name a few.

John, too, has enjoyed cruising the canals of France, and has plans to travel to China.

Mike Uchniat

Mike Uchniat also took the VRP after 40+ years as a legendary construction manager, most recently in San Antonio and Baton Rouge. Mike celebrated with San Antonio staffers at a November luncheon at Rosario's and at a dinner celebrating the SAN office's 30th anniversary at the Boiler House at the Pearl Brewery.



Steve Wanders

Steve Wanders joined the PDX structural engineering staff, making the transition from his home in Massachusetts and Purdue University. He was soon transferred to Milwaukee where he became one of the core group of people under Pat Klampe who helped grow and expand our transportation practice throughout the Midwest. While in Milwaukee, Steve was responsible for a number of major structural assignments throughout the Midwest. Steve eventually became Regional Business Group Manager for Transportation in the Northeast. He also headed and built up operations in Ohio. From there, he moved into a role leading the ports market segment, living in Savannah. He subsequently agreed to move back to the Midwest to be the geographic manager based in Indianapolis.

Steve retired to take over his second dream job: he will be returning to West Lafayette, Indiana, to assume a position with Purdue—as Director of Cooperative Education. The program has 1,200 students in 48 disciplines across 8 of the 10 colleges in the university, and works to match them with Co-Op and Internship opportunities offered by 500 employers engaged in the programs. Steve also gets to teach a class here and there, and participate in research on trends and effectiveness of experiential learning experience. Steve actually started CH2M HILL's participation in Purdue's Co-Op program in 1988, when he was in Milwaukee. Who knows, but Steve may be directing more promising young engineers back to the offices he left.

Steve and Lori recently welcomed a granddaughter, Peyton Grace, and will celebrate their 37th anniversary this August.



Aaron Chanowitz/CHI presenting award to Steve (on right) at his retirement celebration.

Steve and Lori recently welcomed a granddaughter, Peyton Grace, and will celebrate their 37th anniversary this August.

RETIREES' NEWS

CVOers Gather for Summer Fun

BY GORDON KOBLITZ

CVO held their summer picnic on July 17, at beautiful Bruce Starker Arts Park. Area Manager Elizabeth French kindly invited local retirees to join in again, and Mary Dickerson/CVO helped coordinate activities and greet attendees.

Festivities included live music by Webster Chicago Blues, featuring CVO's Karl Walker. There was a beer-tasting garden, excellent food and desserts, raffles, and kids' activities at the Starker Arts Park for Education. It was a fun event and a chance to reconnect and swap stories with old timers and meet some new employees too.



L to R: Mike and Wendy Bracken, Vickie and Lee Eick, Kurt Leininger, Alan Olson

We hope the invitation to next summer's picnic will again include local retirees, and that we can encourage even more of them to attend. Local retirees should stay tuned for our next newsletter which should have details.



Left-Clockwise: Mary Koblitz, Steve Lee, Sam Lewis, Rich Frankenfield, Roger & Whitney Lindquist, Yvonne Lee, Gordon Koblitz

Dunagan Celebrates Every Day

CONTRIBUTED BY DAVID DUNAGAN (DDUNAGAN@MSN.COM)

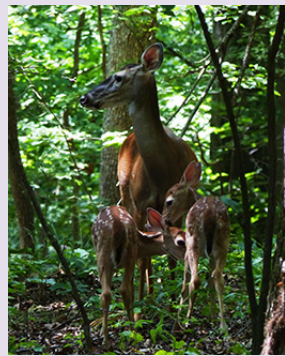
I was part of "The Class of 2014," those employees 55 and over who accepted the firm's Voluntary Retirement Program offer. I spent 36 years as an editor in 3 offices: starting in GNV (5 years), followed by WDC (5 years), and finally ATL for 26 years. Here's a look back, as well as my perspective as a brand-new retiree.

What's the biggest change you saw between the day you joined the firm and your retirement day? I guess the pace. After a few hours in GNV on my first day, my overall reaction was "dang, what a sleepy bunch of people!" I'd come from a smaller competitor in Gainesville called Environmental Science & Engineering, where the tempo was faster. But before long, the pace at CH2M HILL increased rapidly, particularly when we branched out from mostly water and wastewater into hazardous waste management, especially the huge EPA Superfund program. It was dizzying sometimes but exhilarating too.

Who had the greatest impact on your career? My mentor (before that term was fashionable), a gent named Ed Clinton/SEA. I'd had a great love for the English language when I joined, but Ed taught me to appreciate the teamwork

and business aspects of my job too. Many of us also admired his uncanny ability to make each of us feel appreciated and capable even while he was monitoring and guiding us, so that we wanted to excel. Ed assembled an extraordinary team in SEA: Tom Rigert, John Kounts, Katie Danese, Ellen Bancroft, Margaret Hollenbach, Chris Mathews, LaDonna Stewart, Linda Harrell, Catherine Scott, Betty Anderson, Anne Rodgers, Sandy Sterne, Dave Bledsoe, Dennis Kirby, Laura Tranin, Lynette White, Charla Peterson...Ellen's still on the SEA editing staff.

How are you adjusting to retirement? Well, I've lost my excuse for postponing chores around the house. But I've gained more time to enjoy my wild back yard: lots of deer, birds, squirrels, and the occasional red fox. With all the critters (especially the deer) drinking from the birdbath, I have to fill it almost every day. And, of course, not having to deal with shifting document deadlines has been a treat. Still, I miss my friends at work.



Serene deer in Dave's back yard



A small pleasure to release

Tell us about your favorite retirement activities. So far, hiking, swimming, and nature photography. Looking forward to more canoeing, fly fishing, and travel too. Plus some volunteer work, probably in the area of literacy.

What sorts of travel? So far, the South has been my favorite area. Places like the Museum of Appalachia in Clinton, TN (www.museumofappalachia.org/). Their creation of musical instruments from oddball materials was fascinating. And Cumberland Island on the Georgia coast. The only way to get to the island is by ferry, which is accompanied by seagulls looking for snacks—one was hovering above me waiting for a passenger to toss more of those yummy Cheetos!

I'd be delighted to hear from friends and colleagues, either on the Alumni site or via email: d_dunagan@msn.com.



Commode seat guitar in Museum of Appalachia

PDX PICNIC A HIT WITH WBG AND OTHERS

By GORDON KOBLITZ

On July 19, Stu and Zona Davis graciously hosted the PDX 70s' sometimes annual/bi-annual pot-luck gathering—now expanded to all disciplines—in Beaverton. While grill-master Stu worked diligently to keep burgers and hotdogs coming, others brought a wide variety of hors d'oeuvres, sides, and desserts.



Barry LaVon, Stu & Zona Davis (our super hosts!), Bob Chapman, Randy Hoffman, Bob Fuller



Sally Madden, Babs Suhr, Zona Davis, Kurt Leininger

Most of the time was spent reconnecting, reminiscing, and updating one another on life happenings. First-timers Les and Myrna Wierson, Babs Suhr, Bob and Meredith Chapman, and Mark and Jan Madison joined Sally Madden and Kurt Leininger, who returned to the picnic after a long absence. The largest group ever assembled that warm summer night, and for the first time, we took a group photo.



Sitting L to R: Bob Fuller, Sue Townsen, Sally Madden, Jory Adams. Standing L to R: Daria Whitman, Larry Powell, Gordon Koblitz, Mark Madison, Randy Hoffman, Kerry LeVon, Flint Garinger, Les Wierson, Kurt Leininger, Bob Chapman, Stu Davis, Jon Jacobsen

We all had a wonderful time and vowed to do it again. Les offered the possibility of hosting a gathering in Cannon Beach next fall. Stay tuned ☺. Special thanks to pre-retiree Larry Powell for coordinating the event with Stu.

CVO BESTOWS FOURTH LONGEVITY AWARD

CONTRIBUTED BY VINCE RYBEL

The CVO Geotech group came up with the idea of creating a longevity award in honor of Roger Lindquist's 50+ years. The goal was to highlight exceptional seniority and longevity in the Corvallis office. Rob Dibble/CVO crafted the award in his wood shop. I think the slide rule was found in the CVO supply room. Who knows how long it sat there.

Roger was first honoree. He immediately passed it to John Hayes, who passed it to Ken Welp, who passed it to me.

The award is never to leave the office and is never owned by the recipient. Instead it is held in trust as recognition of the comradery and teamwork that makes working in Corvallis long term possible. So far, all recipients have at least 42 years, and looking ahead, 40+ years seems to be the norm for the years to come.



Mark Kacmarcik with charter Longevity Award winner Roger Lindquist and 2015 honoree Vince Rybel

Marskes Matriculate at Grandparents U. — for the Fifth Time

CONTRIBUTED BY DON MARSKES

Joan and I returned to Madison in July with our two oldest grandchildren, Gabrielle and Joshua, for the fifth time to attend the highly regarded University of Wisconsin



Don, Gabrielle, Joan, and Joshua packed up and ready to matriculate

Grandparents University (GPU).

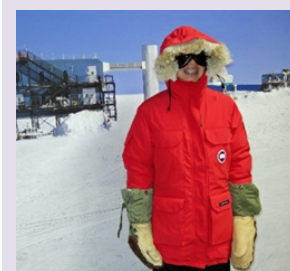
GPU is an alumni association program that hosts a 2-day program for grandparents and their grandchildren (parents not allowed) to share a university campus experience. They attend classes, eat in the commons, and sleep in dorms. The program starts with a reception, including a rousing welcome from the University Pep Band, followed by a variety of campus tours. It all ends with a "graduation" ceremony.

In between, participants attend two 4-hour class lectures and lab in a major of their choosing. In the 5 years that Joshua has attended, he has studied microbiology, wildlife ecology, climate change, limnology, and this year, South Pole

science, where he got an inside look at the University's role in the IceCube Neutrino Observatory at the South Pole. Gabrielle also studied microbiology, wildlife ecology, and

climate change, then chose to look at bookmaking, and this year, the art side of photography. If you asked them how they liked it, you would get a "really cool stuff!"

Joshua and Gabrielle have aged out of the program now – 7 to 14 – so Joan and I will be introducing our next two oldest next session.



Joshua enjoying the South Pole

The UW-Madison's GPU was the first program of its kind, but other universities asked Madison to help them set up a GPU program. Some of the 24+ GPU universities are Michigan State, U. of Michigan, U. of Washington, Kansas State, U. of North Texas, Indiana Wesleyan, and several of the other UW schools, including Green Bay, Fox Valley, Eau Claire, Whitewater, and Milwaukee. For more information about GPU, you can go to <http://www.uwalumni.com/benefits-services/alumni-learning/grandparents-university/>

Stroope Sends Updates and Travel Tales

BY ROD STROOPE (RDSEPIC@HOTMAIL.COM)

After I left the firm, I became VP of Planning for a firm specializing in the commercialization of university-created technology...possibly one of the most fun career moves awaking my entrepreneurial spirits. A successful fight (so far) with stage 3 throat cancer in 2010 helped bring the need to retire and begin to tackle the moving target "bucket list" of travel, gardening, genteel sports (golf, fishing, etc.), carpentry, a library full of books, and seeing



Ace archer Rod with proof that he deserves those medals

family and friends more often. As a result of the cancer and the inevitable loss of upper body strength, I turned to archery and am a founding member of the Laguna Woods Village Archery Club where Jill and I live. Even though *Hunger Games*, *Lord of the Rings*, *The Hobbit*, and a host of blockbusters have sparked a real interest in this ancient sport, try getting the governing board of a seniors' community to approve something so radical. It kindled memories and skills of the politics of getting a multimillion-dollar contract through a city council.

2014 was a good year for the bucket list and included two gold, a silver, and a bronze medal in target shooting and archery in the Village Games. The centerpiece, however, was a long-overdue trip back to previous destinations and new ones in Europe. Daughter Amy got hitched to her long-time beau, whose family has roots back to a small 18th century village (25 people) and chateau in the Champagne region of France. They announced they were going to have a wedding ceremony in the village (Ecot la Combe), and that provided the excuse for a month-long *grand tour*.



Amy Stroope's wedding in charming Ecot la Combe, France

June kicked off with an 11-day cruise – Rome, Santorini, Istanbul/Ephesus, Mykonos, Athens, Naples/Pompeii, and back to Rome for 4 days. Travel really does give you a different perspective on world events, and we would like to return to many places along that itinerary if Europe doesn't self-destruct as it seems to do every 50 years or so. Ephesus is a stroll back in time and, although Pompeii is the more complete excavation of a Roman town frozen in time, Ephesus was further along (by 150 years) in development and therefore more interesting... a must-see. From Rome, we flew to Paris, rented a car, and spent 4 days touring the Normandy region. Warm summer days, bread and cheese picnics, wonderful little villages, and comprehending the enormity of the D-day invasion on its 70th anniversary was a trip highlight among numerous superlatives. Normandy was followed by 4 days in Paris, where daughter Sandy and family joined us. I climbed 400+ steps of Notre Dame steeple...a bit winded but still keeping up with the kids! The Eiffel Tower is magic at night, as is most of Paris as many of us would agree. On to the Champagne/Alsace Lorraine region for a week...was there mention of a wedding? Much family time plus touring Strasbourg, Colmar, etc. In past trips to Europe, we were somewhat anxious to get home after a month, but this time we felt some remorse that we had to leave...time and money permitting, there were many more places to go and things to see.

We intend to move closer to our daughters and grandchildren, but part of what is holding us in SoCal is Jill is now primary caretaker for her mother of 94...and the weather is so much nicer than the east coast, so who's in a hurry to move!

Denmark & Sweden, Oh, My!

BY JOHN GASTON

My wife and I traveled to Sweden and Denmark on a freebie when we bought a new Volvo through their European Delivery Program. It turns out to be 6 percent more economical than buying from a US dealership. We also got roundtrip tickets to the factory in Gothenburg, Sweden, a night in a hotel, transportation to and from the factory, insurance for the 2 weeks we toured around, and the cost to ship the car to the US. Sweden kicks in some funding in anticipation that goofy American tourists will spend money while in the country, and we did.



An actual picture of myself in Denmark after the 100th cup of daily coffee

We drove about 800 miles in 2 weeks, mainly in Denmark. Denmark is a small country with about 5 million population; Copenhagen is the largest city, and the country is flat. We climbed the tallest natural point in the entire country; a hill less than 500 feet high. The most interesting thing about both countries is the economics. There is a 25 percent value-added tax (VAT) on everything.

You can walk and breathe for free, but everything else is going to cost you a 25 percent VAT. Gasoline was \$9-\$10 per gallon and bicycles are everywhere. I applied the world-famous McDonalds/Burger King index, and here are the results: a Big Mac or Whopper without fries or a drink is \$13 in Denmark and \$11.50 in Sweden. If you go for the drink/fries combo, it jumps up about \$5. In a restaurant, if you ask for a glass of water, it will add \$2-\$4 per person to your bill, plus VAT.



Typical Danish downtown street scene with a Burger King and a McDonald's across the street from one another

The minimum wage in Denmark is about \$25 per hour. The maximum tax rate is 60.2 percent for everything over \$55,000 per year. This is supposedly the highest rate in the main developed countries. By comparison, the US maximum tax rate is 44 percent for everything over \$400,000 per year. The high rates in Denmark do supply *free* medical care and *free* education preschool through university, and there are no homeless folks begging on the streets.

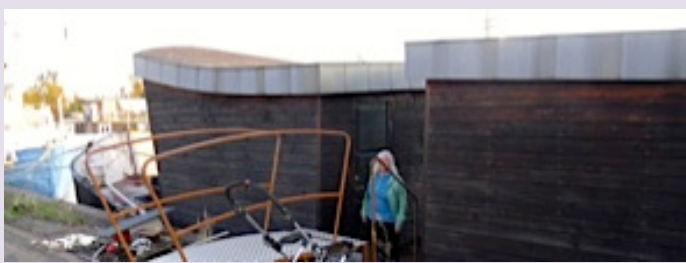


Bicycle and auto traffic lights. The big light is for cars, etc. Green is go; the little red light next to the bottom big light is for bicycles.

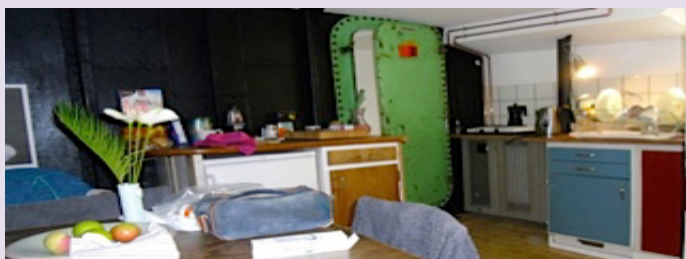
Denmark has more bike lanes than I have ever seen and a separate traffic light system for bike lanes. Generally, bikes trump cars and pedestrians, and if you are not careful you can get trapped in a swarm of bikes and be unable to move your car. Copenhagen has a wonderful water ferry system, and for the week we were there we left the car at our hotel and took water ferries.

Our hotel was a houseboat we

found on Airbnb, and the water ferries saved us from the traffic mess on a daily basis.



Virginia standing on the deck of the Airbnb houseboat. It is an old iron/steel workboat that has been divided into two apartments. It is two floors with the bedroom & kitchen area on the lower deck.



Kitchen and dining area on houseboat lower deck. The green iron door (hatch) leads to the bedroom. Skylights keep the lower deck light and open and it doesn't feel like a bilge. The red sign on the green door says something about torpedo storage. . . how special.

All hotels provide a monster breakfast as part of the rates. Everyone I met spoke excellent English with the exception of one guy I saw on the water. I talked to his wife while I was hiking and she told me he was too drunk to fish. He also couldn't speak English.

One final ecumenical note: While visiting a cathedral on Roskilde, Denmark, we found a spot where all Danish kings and queens are buried. There is also a box where the king and queen sit right in front of the pulpit. The official state



The Cathedral in Ribe, Denmark where the king and queen have private boxes. On the side of the king's box are the emblems for the Seven Cardinal Christian Virtues.

religion in Denmark is a version of Lutheranism after changes made during the Reformation in the 1520s to '30s. On the king's box are the Cardinal Christian Virtues: faith, hope, charity, justice, prudence, fortitude, and temperance. I had no idea that someone had set up these goals. My wife says I have a shot at two or maybe three of the CCVs, but since we don't know the terms and conditions, I am still in the dark.

Travel safely and good luck to all.

ABRAMS'S LOVE AFFAIR ON WATER

BY JORY ABRAMS (JORYABRAMS@GMAIL.COM)

After we retired, Gerry and I moved to a floating home on the Columbia River. Then we bought a double-wide in Borrego Springs, CA, on a lake with friends and an endangered big-horn sheep found only in Borrego Springs mountains).



Abrams floating home on the Columbia River



Gerry, Jory, and Maggie



Next we took a canal boat through England for 2 weeks. We did 96 miles with 48 locks in 12 days. Lots of fun, but Gerry got tired of steering and I got tired of working the locks. The boat was steel hull, 70' long, 7.5' wide, 2 bedrooms and 1 bath, kitchen, sitting room. My English cousins joined us for 3 days. Take my advice; operating locks is much easier with two couples.

We boated every morning for 4 hours, then docked at a different country town each day. Most towns had a few hundred people, with a canal walk to a canal pub and the town center. We met lots of nice British folks who do this either full- or part-time. Some boats are beautifully decorated with flowers.



The ship they traveled up the Rhine on

We toured the WWII cemetery where Patton and his troops are buried. His is a simple white cross, like every other soldier. We had a wonderful former military guide who told us moving

and sometimes funny stories, and brought those terrible years to life.

We visited castles, beautiful cities, and charming villages, and got dizzy trying to keep track of which language to speak as we bounced from Belgium to Netherlands to Luxembourg to France to Germany to Switzerland, but we loved every minute. We saw and learned so much.

Winter finds us back in Borrego Springs for 4 months of warm weather, waterball, golf, biking, bocce, desert flower peeping, and four-wheel runs in the desert. Life is good and we are blessed.

KOBLITZ CLAN CELEBRATES THEIR 50TH ON MAUI

BY GORDON KOBLITZ



Typical canal boat and One of the numerous locks

Canal cruising can be a contact sport, steering such a long boat on narrow canals is tricky. The tiller is in the back, but the boat pivots from the center. Turning around is also a challenge. First you have to find a wide spot known as a windy hole, then make a series of back-and-forth K turns. Close quarters, because the boats are generally longer than the canal is wide. And there is river traffic—boats

parked nearby—and canal boats only have steering when in forward but not reverse! The canals are engineering marvels; balanced cut-and-fill, and some locks have been in continuous operation for 300 years. I was known as The American Woman Who Fell into the Canal—where it was relatively safe—and learned to be careful on future lock operations.



Gerry and Jory in front of their hotel in Belgium

This year we took a more leisurely, pampered river cruise. After 4 days in Bruges, Belgium, a UNESCO medieval town, we transferred to Amsterdam and our ship. We spent 2 weeks traveling up the Rhine and Mosel rivers, disembarking in Bern, Switzerland. We

were on a small ship (100 guests) with 40 staff. Wonderful little towns, great walking and water vistas, fabulous meals...top notch all the way. We traveled with friends from Bend and met wonderful folks from around the US. We toured vineyards, and had a lovely evening with a German couple in their home.



Koblitz clan!

Mary and I packed up our daughters and grandkids and headed to Maui over Thanksgiving break. Everyone enjoyed snorkeling, paddle boarding, boogieboarding, Hana trip, the black sand beach for wave jumping, Seven Sacred Pools with kids cliff jumping into the pools, BBQ roof deck dinners at our condo, beach walks, Blue Water Rafting tour to [La Perouse Bay and lava fields/caves](#), and lots of shaved ice.



50 years and counting

We celebrated our 50th anniversary night by viewing our 30th anniversary video that the girls surprised us with 20 years ago. I then made a little presentation for the family about how I came to meet Mary in

college and all her wonderful qualities that make her the perfect wife, mother, and special “Mimi” for our family. Scored a few points, too!



Mary's dream ride



Lasswell-Koblitz mini-reunion in Maui



Mary enjoying the King's company

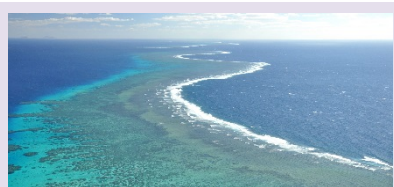
Once our family left, we stayed a week to recover. Rented a Mustang convertible for Mary to drive all week (her dream) while touring the island, Haleakala, Kapalua, a wonderful lunch with Sid and Judy Lasswell, who happened to be there and front row seats to “Burnin’ Love” and “Elvis” in Lahaina. We all agreed that Maui *no ka oi* (is the best) with wonderful memories of our trips there over the past 40+ years! Kids are already pushing for annual celebrations 😊!

DIVING THE GREAT BARRIER REEF

BY JUDY LASSWELL

(LASSWELL@TELEPORT.COM)

Have you ever wanted to see hundreds of unique and beautiful living creatures in pristine environments? Well, that describes my dream of staying aboard a boat and scuba diving along the Great Barrier Reef.



Great Barrier Reef, one of many photos Judy took on her trip



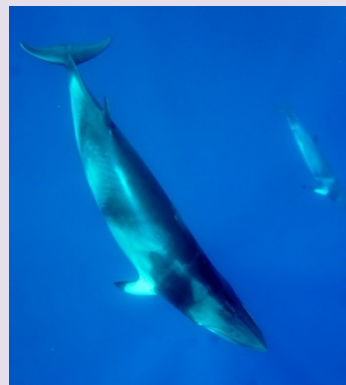
Mike Ball's Spoil Sport

Allowing a couple of days to test my dive gear and get acclimated to the time zone changes, [after arriving in Cairns] I was ready to fly to Lizard Island, 149 miles north of Cairns and 16 miles east of the coast line.

Our small plane flew just 300 feet above sea level, which gave us spectacular views of the Great Barrier Reef and its undulating, ribbon-like appearance. Finally we landed on a small island. From there, we took a raft to Captain Mike Ball's Spoil Sport. Sid did not go. He had all the boating experience he wanted in WWII 😊. But he was super about completing this item on my bucket list.



A beautiful critter



Judy's awesome photo of Minke whales

Our first dive at the cod hole was exciting as cod was one of the fish that I wanted to see and swim with. They are big, friendly, and harmless. I had a vision of these cod being the type of (Atlantic) cod seen in the Georgia Aquarium. As it turned out, there are many types of large cod. The variety was exciting to photograph and watch in their natural environment. In fact, there were so many other species of fish I had never seen before it was hard to figure out where to look next and what to photograph. The scenes

created sensory overload for me. The wild colors and the fantastic shapes of fish were everywhere. While I have been diving for over 25 years, most of these critters were new to me.

This trip was promoted as a Minke whale expedition and we had a wildlife researcher and expert on board. There were Minke whales at all our dive sites. Divers were not allowed to approach the whales, but the Minke whale, being friendly and curious, would swim very near the divers and snorkelers. Between dives we could watch the whales play around the boat, coming up to look around or just cruising back and forth. We were careful not to splash or create any disturbance.

I really support the protection of the environment that we, as divers, become a part of when we go into the ocean. Most divers do not disturb the many underwater creatures they observe. Those of you who are divers will hopefully support dive companies that promote dive safety and environmental protection. Future generations of people and ocean life depend on all of us.

At 77 (going on 39), I wasn't sure I could keep up with the younger divers, but the timing, food, rest periods, and convenience made it easy to do up to four dives a day. I really slept well at night! I am more comfortable in the

water than on land. The younger divers asked how long I had been diving—some were younger than the 25 years I have been doing this. One young lady said when she watched me take pictures that I was like a stealth bomber with perfect buoyancy and no bubbles. Whatever the case, the ocean is an amazing place to visit and I hope to be diving for as long as I live.

Editor's note: Read Judy's unabridged story and view more of her photos on the [AlumniConnect](#) website next month.

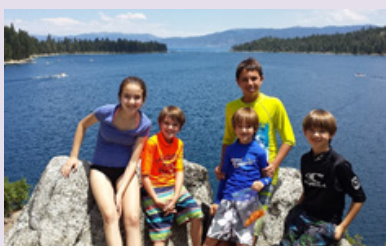
MARSKES CELEBRATE 50TH AT LAKE TAHOE

CONTRIBUTED BY DON MARSKÉ

Joan and I rented a house in Tahoe and invited our family to celebrate our 50th anniversary. And they all came! All three of our children, spouses, six grandchildren, and Joan's sister and spouse.



Don and Joan show off a gift



Marske grandkids enjoyed the lake

The house was very nice and easily accommodated all. Each family was responsible for one dinner meal and organizing an activity. They enjoyed hiking a portion of the Rim Trail

to Castle Rock, rafting the Truckee, and kayaking and paddle boarding Emerald Bay. The week was capped off with a nice family dinner at the Chart House.



The house accommodated the Marskes



Marske clan had big fun!

It was a rare and special gathering where all enjoyed reflecting on a very special and quick 50 years!

CHAPMANS CELEBRATE 50TH IN PORTLAND

CONTRIBUTED BY BOB CHAPMAN

Meredith and I celebrated our 50th wedding anniversary in August with a party bash in Portland, where our lives entwined starting during high school years. The event was held at the Columbia Edgewater Country Club just a mile from where I entered life on a houseboat on the Columbia River. Talk about a Water guy!



Bob and Meredith



Pushpins show where Chapmans have lived

Guests enjoyed listening to requested romantic oldies performed by a local entertainer/"piano man" while mingling with family, old friends, and/or colleagues. Guests also viewed memorabilia and display boards marking our journeys during our 40+ career with CH, as well as personal travels around the world to date. Included on one display were our bucket list destinations and an invitation to join us! (We are tackling one top-rated trip on the list this spring, traveling to the upper Amazon, Peru, and the Galapagos Islands. We are also planning a cruise in the Baltic Seas this August, on which "piano man" will be entertaining in the ship's lounge.)



Chapmans enjoy their deck

During the evening, we thanked our dear friends and family from all over who came to join the celebration, and who have been a core part of our lives' journey. Our daughter, Kristen, chose to share what each of our gifts were and what we imparted to her. We then happily introduced our future son-in-law, Jon, whom Kristen will wed this March.

A special treat was offered for out-of-town guests and local friends the following morning when Jon and Kristen hosted breakfast (with Jon doing his specialty made-to-order omelets) at our home overlooking Vancouver Lake and Columbia River from the back deck. The weather was perfect for outside, relaxed dining and wonderful conversations. A perfect ending for a wonderful celebration!

WHAT'S ALL THIS PICKLEBALL TALK ABOUT?

CONTRIBUTED BY GORDON KOBLITZ

In case you haven't heard, pickleball is one of the fastest-growing sports in the country, especially for boomers. Mary and I picked it up in Sisters a couple years ago after a painful case of tennis elbow sidelined my tennis playing. An introduction clinic was advertised in our weekly paper, and about 30-40 folks showed up. A local club quickly evolved using two "vacant" tennis courts. Anyone can quickly learn the sport, especially if you've played tennis, ping-pong, racquetball or similar games. It's a great family sport for all ages, too. Rather than try to explain all the details, just visit <http://www.usapa.org/what-is-pickleball/> and check it out.

Last summer my buddy Jim and I signed up for the Oregon Senior Games in Bend for the over-70 doubles bracket. We had great fun, met some wonderful people, and we ended up with silver medals at the end of the day. Two things I learned, however: pick a tall partner, and there's always somebody out there who's better 😊. We're giving it another go in a tournament south of Tucson in early March and again in Bend this summer, but competition is getting better quickly with all the new players.



Jim and Gordon on the left

Key is just to enjoy the sport, exercise, and the friendships developed for singles, couples, and kids of all ages. Give it a try!

GOODBYE, OLD FRIENDS

Ralph Guthary

In 1935, swing was a new dance, Monopoly was released, and the world first met **Ralph Guthary**. We've been told his smile lit up the room from his very first moment. And there is no doubt it continued through his final hours before he lost his battle with cancer on November 22.



Ralph

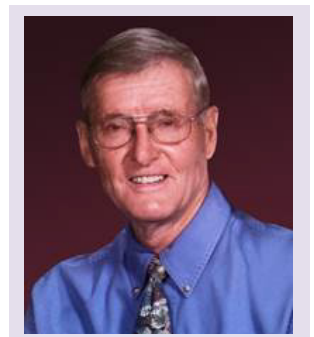
Ralph was born and raised in Fayetteville, Arkansas. He was close to his large family, including his wife of 47 years, Anita; sons Eldon, Jerry, Arlo, and Terry Guthary; daughters Brandi and Bobbie, seven grandchildren, and eight great-grandchildren.

In April 2014, Ralph and the Fayetteville team celebrated his retirement after 25 years of service and dedication as a biosolids coordinator. Ralph worked at our Biosolids Management site in Fayetteville, where he started as an equipment operator working many years doing what he loved most: cutting hay, which has been a great success, generating revenue for our client each season.

"Ralph was a kind, sweet gentleman through and through, who deeply loved his job and what he did," says Administrative Specialist Michelle Strange. "Our hay customers loved him as much as we do. We hated to see him retire just as much as he hated the thought of it. He fought off retirement for a long time, but his long illness forced him to slow down this last spring."

Bud Owsley

Bud Owsley, a much-loved and loyal CH2M HILL family member, passed away peacefully on January 19 from Alzheimer's Disease at the age of 78. Bud was a key figure in opening the Colorado Springs office in 1986.



Bud joined CH2M HILL in 1985 and served as area office manager and business development manager. Bud's extensive experience in public sector planning and management made him an extremely valuable member of our Infrastructure Planning and Management Program.

As a senior urban and regional planner, Bud contributed on numerous urban planning projects. One of the highlights of Bud's career included participating in the National Infrastructure Study for the National Council on Public Works Improvements.

Before joining the firm, Bud worked as Director of the Colorado Springs Metropolitan Area Transportation Study (CSMATS) from its inception in 1966 until it became the Pikes Peak Area Council of Governments (PPACG) in 1967. He stayed with PPACG as Chief Planner and Assistant Director until 1972, when he joined the City of Colorado Springs. In these roles, Bud was responsible for assisting the local government in managing growth impacts in Colorado Springs and was involved in the preparation of neighborhood and downtown plans, updating the Colorado

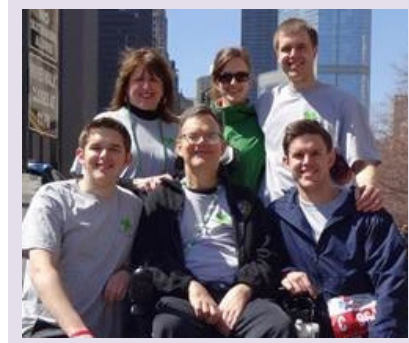
Springs Airport Master Plan, preserving historic sites, and much more.

A native Coloradan, Bud grew up in Alamosa. He attended the University of Colorado in Boulder, where he received bachelor and master's degrees in geography. He moved to Colorado Springs in 1966. He was a member of the American Institute of Certified Planners and the American Planning Association.

Bud is survived by his wife, Judy; son, Greg (Bink); daughter, Kristin (Shannon Flynn); granddaughters Mesa, Zola, and Dale; his brother, Chuck (Becky); and sister, Jaqueline Conville. Memorial contributions can be made to Central United Methodist Church, 4373 Galley Rd, Colorado Springs, CO 80915.

Water Group Remembers Bob Pruitt

It is with profound sadness we share the news that we lost a special member of our Water Team—Bob Pruitt. Bob, who fearlessly battled ALS, or Lou Gehrig's disease, passed away August 20, at home, with his family by his side.



While he was called from this earth far too early, Bob's was a life well lived. He will be remembered as beloved husband, loving father, a true friend, an outstanding professional, and a one-of-a-kind mentor.

He was extremely kind and cared deeply about others. He lived life by example and demonstrated what it means to selflessly help one another. His achievements over the 28 years he worked at CH2M HILL and the lives he touched are too numerous to list, but we wanted to share some heartfelt messages from his friends.

"At Bob's funeral, most of us were struck by a quote from Bob that refrained throughout the service: 'It's not about my life; it's all about serving Him and loving others.' That pretty well sums it up; Bob truly lived that mantra and consistently showed others how to do so." Dan Wetstein/HCH

"Bob inspired many of us with the way he led the San Diego office and later, with the way he faced life's challenges. He was a true gentleman, an outstanding leader, and a compassionate person who cared deeply about his colleagues. He led by example and inspired others to do so." Sharook Madon/SDO.

"Bob Pruitt represented the best of what we all want to experience in our work and personal lives. He always knew when to fight for what was right. I was humbled to have worked with a man who had such passion, dignity and

humility. I think he helped all of us along the way." Bob Bailey/ORL

"Wherever his home office was, Bob provided leadership, value, and friendship to our clients and staff. He represented what it meant to be a CH2M HILL employee by embodying the culture and values underscored in our Little Yellow Book." Greg McIntyre/DEN

"Bob built a culture of respect, service, and collaboration. He had a pretty magical way with people—even the tough characters. Knowing him made my life richer." Gina Wammock/HCH

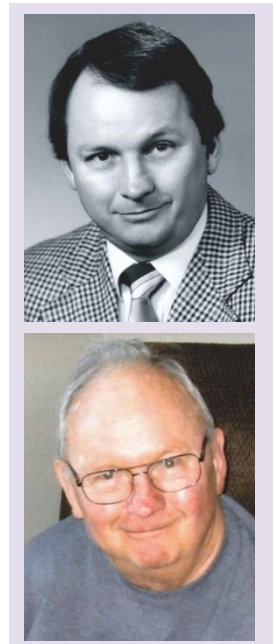
Send condolences to the Pruitt Family c/o Dan Wetstein, 1000 E. Ohio, +51, Room 307, Chicago, IL 60611

Rick Reid

Richard (Rick) Stowell Reid passed away January 26th from complications of Parkinson's disease and heart problems with his wife, Mary by his side. He was 74. Rick is survived by three children: Lynette, Jim, and Scott (Allison) from his previous marriage to Carolyn Edwards. Rick and Mary Lane Hess were married 1984 and lived in Beaverton until 1998, when they moved to Sherwood, OR.

Rick graduated from Corvallis High School in 1958, received his bachelor's (1962) and master's degrees (1965) in mechanical engineering from Oregon State University. CVO hired him, and he worked there until he was transferred to Portland in 1982. In 1984, Rick and others started IDC (Industrial Design Corp.), and he served that firm as a VP, chief engineer, and director of operations, and PM for large industrial clients such as Intel, IBM, Digital Equipment, and ST Microelectronics. He was highly regarded within our firm and his profession. In 2004, OSU inducted Rick into its Engineering Hall of Fame. As a colleague noted, he was a mentor, guardian, and friend, kind hearted to a fault, gentle, and understanding but firm. Rick retired early in late 2002.

His love of Corvettes led him to serve as NW Chairman and President, National Corvette Restorers Society, and board member of the Corvette Museum. His first Vette was a '56 Roadster. He restored two Roadsters (1960, 1962), a '65 Coupe, and a '91 ZR1. In 2014, Rick and his neighbor, Gary DeBoer, completed a 1965 Cobra (Factory Five kit).



Rick enjoyed golf and competed in slow-pitch softball until Parkinson's sidelined him. He faithfully followed OSU sports, particularly football. Rick fought Parkinson's for more than 24 years with grace, fortitude, and patience, never complaining. In early 2014, he was confined to a wheelchair but he maintained his humor and good nature.

In mid-2014, Rick moved to Avamere, an assisted living facility close to home. It felt like home, and he was surrounded by new friends—both staff and residents.

A celebration of Rick's life will be held at from 2 to 6 at Multnomah Athletic Club on Sunday, March 8, 2014. Remembrances can be made to Michael J. Fox Foundation for Parkinson's Research, Grand Central Station, PO Box 4777, New York, NY 10163-4777, or online at www.michaeljfox.org. Send condolences [here](#).

Bill Watters

Born in Milk River Valley, Montana, in 1924, Bill Watters attended Sacramento Junior College and OSU, graduating in 1951. During his early years, he gained professional and practical experience as an employee of Tyson-Watters Construction Company.

Bill joined CH2M in 1950 as a part-time draftsman and survey technician. He served as resident engineer during the Crown Zellerbach Lagoon and Coquille Water Treatment project, completed dam and power plant projects for the Eugene Water & Electric Board, and prepared designs and specifications for five hydroelectric power plants on the Rubicon and American rivers.

In 1962, Bill became a CH2M partner. He assisted in supervising design and construction of buildings, aprons, taxiways, fuel farm, and related facilities on the Boeing Everett, WA, South Complex 747 Plant. For 15 years before retiring in 1985, Bill provided professional services on water supply projects in Trinidad, West Indies.

Bill pursued hobbies such as snowmobiling, dirt-biking and amateur radio along with family activities. He passed away September 18 with his family at his side.



Bill



Bill and his grandkids

We recently lost these colleagues as well.

Angelita Agenar	Dec-13	James Carlyle	May-14
Colleen Burgh	Feb-14	Thomas Fluck	May-14
William Priore	Feb-14	Ruth Collins	Jun-14
Clarence "Steve" Maxwell	Feb-14	Quentin Holland	Jun-14
Carmon Henry Wilson	Mar-14	Spencer Nelson	Jun-14
Dr. Robert McKim	Mar-14	Dennis Cashen	Jul-14
Paul Poulin	Mar-14	Donna Marler	Jul-14
Ajoy Banerjee	Mar-14	Marilyn Clemens	Jul-14
Jack Archambeault	Mar-14	Edwin Pruitt	Aug-14
Dennis Benjamin	Apr-14	George Kawka	Oct-14
David Barnes	Apr-14	Jon Maestri	Nov-14
Lane Gilpin	Apr-14	Cielito Vidal	Nov-14

If you hear about the death of any of your colleagues and you think others would be interested in knowing, please forward the obituary or the family's contact information to alumnirelations@ch2m.com or gakoblitz@ch2m.com.

Honors, Wins, and Headlines

CH2M HILL MAKES ENR BEST-OF LISTS

The firm placed 2nd in Manufacturing and Industrial Design and in Sports, Entertainment, and Civic Design on *Engineering News-Record's* Top 100 Green Buildings Design Firms. The firm also achieved the following rankings in ENR's Global Sourcebook:

- 1st: Water and Wastewater Treatment
- 2nd: Transportation, and Site Assessment
- 3rd: Bridges
- 4th: Solid Waste and Chemical & Soil Remediation, Marine/Port Facilities, and Hazardous Waste
- 5th: Highways, and Water Supply
- 9th: Mass Transit and Rail
- 12th: Airports

THAT'S ONE SMALL STEP FOR MAN, ONE GIANT LEAP FOR STEPHEN HERALD

Senior Engineer Stephen Herald may not be taking any steps on the moon, but he is taking a giant leap with our client by receiving the National Aeronautic and Space Administration's Space Flight Awareness Honoree Award. One of the agency's highest awards, NASA recognized Stephen for his exemplary dedication to



L to R: Marshall Space Flight Center Director Patrick Scheuermann, Stephen Herald, and Astronaut Anna L. Fisher

quality and consistent excellence. Stephen is part of the Logistics Office Heavy Lift team in Huntsville, AL, responsible for transportation and handling operations for the Multi-Purpose Crew Vehicle Space Adapters manufactured at NASA's Marshall Space Flight Center.

CLIMATE CHANGE BUSINESS JOURNAL HONORS FIRM

CH2M HILL won the 2014 CCBJ (Climate Change Business Journal) Business Achievement Award in the Consulting & Engineering: Climate Risk Management & Adaptation category "for developing the Coastal Change Adaptation Planning Guidance (CCAPG) for the UK's Department for Environment, Food and Rural Affairs. CCAPG is designed to help coastal managers, engineers, planners and professionals manage coastal change. CCAPG will be used to help identify Coastal Change Management Areas (CCMAs) and to develop adaptation approaches within the CCMAs utilizing best practice techniques and complying with requirements of the National Planning Policy Framework (NPPF)." <http://ebionline.org/2014-ccb-j-business-achievement-awards>

OUR GLOBAL EH&S TECHNOLOGY SERVICES ROCK, SAYS VERDANTIX

BY MARIE GETTEL-GILMARTIN/PDX

[Verdantix](#) has once again named us a leader, this time in environment, health, and safety (EH&S) consulting. The independent analyst firm found that we have the broadest and most comprehensive EH&S consulting capabilities, after comparing 12 leading EHS consultants and interviewing 15 customers across 7 industries for its new Green Quadrant® EH&S Technology Services (Global) report.

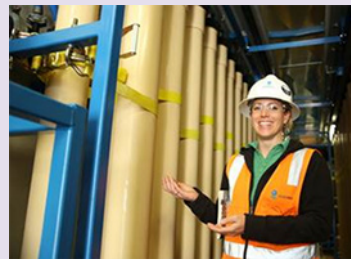


Clients prefer environmental consultants with dedicated EH&S IT teams and put their faith in large environmental and engineering firms that provide wide-ranging environmental services as well as EH&S specialist teams, the report also found. [Read more here.](#)

SITKA'S LARGEST PUBLIC WORKS PROJECT FEATURED IN NEWS

Our Water team in Sitka, Alaska is contributing to the largest public works project in Sitka's history. Sitka, located on the west side of Baranof Island in the southeast panhandle of

Alaska, receives nearly three times more rain than Seattle—supplying enough water to operate two hydroelectric power plants. The power plants provide 100 percent of the city's required electricity; however, with rising oil prices and significant growth over the past several years, Sitka has been relying more heavily on electric heat.



Rebecca Venot/ANC was featured in an article in the *Daily Sitka Sentinel*

In an effort to maintain energy independence, Sitka initiated the [Blue Lake Expansion Project](#), which includes increasing the height of the Blue Lake Dam by 83 feet, which impounds Sitka's pristine and unfiltered drinking water, and building a new intake,

surge shaft and powerhouse. When completed, the expansion will provide approximately 27 percent more electricity for Sitka.

Rebecca Venot/ANC said, "While the dam powerhouse work is being conducted, the city's water supply will be offline for approximately 2 months. Our Seattle- and Anchorage-based design team, including Bill Badgeley/SEA, Steve Bakken/SEA, Matt Haapala/ANC, Ginger Knox/SEA, and Zheng Jie/SEE, managed by Kim Ervin/SEA, designed a temporary filtration plant to be installed at a different water source on the island to ensure the community has a safe and reliable drinking water supply during the outage."

The temporary filtration system will employ four mobile microfiltration membrane trailers which provide water to six 19,000 gallon chlorine contact tanks. The system is designed to treat a lower quality source than the typical supply while minimizing impacts to Sitka's residents and meeting all required drinking water regulations.

Learn more about this cool project by checking out the [Blue Lake Expansion Project Facebook page](#).

TRANSPORTATION, WATER SECURE IMPORTANT WIN WITH SEMINOLE COUNTY, FLORIDA

Working together, the Transportation and Water Business Groups secured a significant win with Seminole County, Florida, as program manager for the public works (water and transportation projects) portion of its 1-cent sales tax infrastructure program.

Seminole County awarded the program, valued at \$353 million, to CH2M HILL unanimously, in October after voters approved the 1-cent sales tax increase during a special election in May 2014. The increase will fund infrastructure, raising the sales tax from 6 to 7 percent. Seminole County's sales tax rate was 7 percent until 2011. County leaders then let the penny tax expire, citing a bad

economy. Client Service Manager Didier Menard from the Water Business Group worked with Seminole County to put together the 1-cent sales tax infrastructure initiative. Our local employees got behind the effort – volunteering at community activities and speaking publically about the benefits of the program to gain support.

“Getting the funding passed required a full-team effort. For 8 years we have worked hard to establish our roots in Seminole County. Our employees volunteered more than 1,000 hours to build our brand in Seminole County and position ourselves for this program,” says Didier. “It was critical to get our client’s total faith in our capabilities, which we’ve successfully accomplished by outperforming and delivering on the original utility program.”

The Water Business Group’s successful delivery of Seminole County’s water/wastewater capital improvement program – the County’s largest infrastructure improvement program to date – clearly differentiated us from our competitors. Transportation State Leader Matt Lamb’s strong Seminole County client relationships and extensive experience in similar program management roles for various Florida clients was also key to the win. Strategic insight into the educational facilities aspect of the program was provided by Transportation’s Dana Chester/ORL, who served as the Seminole County School Board Director of Facilities.

The general engineering services contract covers program management, planning support, design support, grant funding support, infrastructure sales tax support and miscellaneous support. Work began January 1 and will be delivered by a cross-market team including Program Manager Matt Lamb/ORL, Principal in Charge Drew Jeter/ORL, Carol Barker/ORL, Diane Chavis/ORL, Brenda Van Ravenswaay/ORL, Jesse Blouin/ORL, Dana Chester/ORL, Nancy Houston/ORL and a team of local subconsultants.

“Since we started the program in 2006, Seminole County has been one of the largest gross revenue clients. By leveraging the strong client relationships developed through our water work with Drew Jeter as Program Manager and Brenda Van Ravenswaay as Design Manager, we were well positioned to win additional work with the County,” says WBG Geographic

Market Lead Matt Alvarez. “We can’t underestimate the power of relationships, because at the end of the day, clients prefer to work with people they know and trust to deliver good work.”

The infrastructure tax revenue, which is effective for 10 years beginning Jan. 1, 2015, will fund several projects for the County, several municipalities in the County and the School Board of Seminole County. Projects include stormwater systems; roads and transportation facilities; bicycle and pedestrian trails; and educational facilities. While tax increases are typically unpopular, CH2M HILL helped Seminole County voters see that the extra funds would differentiate the County and improve the quality of life for residents by growing the economy.

Scott Gurholt/MKE from the Transportation Business Group, led the pursuit from the sales side, and Mirjam Jeter/ORL, led the team’s graphics efforts.

Seminole County is one of the fastest growing counties in Florida, with a population of approximately 431,000 people. The county has a total area of 345 sq. miles, 36 of which are water. The county boasts miles of scenic rivers and acres of beautiful parks and is just minutes from Orlando’s top attractions.

MAJOR WASTEWATER WIN IN MIAMI-DADE COUNTY

A 100-million-gallons-per-day membrane bioreactor treatment plant, estimated at \$1 billion, is the centerpiece of Miami-Dade County’s \$3.3-billion project to halt wastewater discharge into the Atlantic Ocean.

As program manager, the firm will oversee design, procurement, construction, and commissioning for 28 projects. When completed, the plant will be among the largest of its type in the world.

In 2008, Florida enacted its Ocean Outfall program, which aims to protect reefs by halting ocean wastewater discharges by 2025. CH2M HILL says the first major contracts could break ground in 2019.

Thank You to Our Retiring Friends and Colleagues

Transportation Team,

A distinguished group of your friends and colleagues has elected to take the U.S. Voluntary Retirement Program (VRP) and will use the opportunity to retire from the company. Spanning 4 to 41 years of service, the group encompasses Administrative and Project Assistants, Bridge and Structural Engineers, Chief Technologists, Civil and Electrical Engineers, a Concrete Materials Specialist, Environmental Planners, a Finance Professional, a Fisheries Biologist, a Geographic Manager and a Global Operations Manager, former Market Sector Directors, Graphic Designers and CADD Technicians, Mechanical Engineers, Project and Program Managers, a Systems Engineer, Surveyors, Traffic and Transportation Planners and Designers.

Thank You for Your Service		
Chris Angleman/PHX	Steve Kinsland/SPB	Lori Proman/SAV
Jack Barton/WPB	Rick Luebbers/SEA	Tom Ragland/DEN
Wen Chang/HHO	Jim McNamara/COL	Jim Richardson/DEN
Mitch Christian/BOI	Teny Mittal/NJO	Scott Rodda/LAC
Gary Dupere/WPB	David Mock/WPB	Dave Rose/PGH
Dan Dupies/MKE	Bill Molyneaux/BWI	Knute Ruggaard/PHX
Bob Elrick/RDD	Jim Moorcroft/PGH	Sue Saurber/DFW
David Flinkstrom/AMK	Jeannine Moore/BOI	Elizabeth Smith/TPA
Doug Gaibler/WDC	Mary Neuman/CHI	Cheng Soong/CHI
Lara Gamburg/CHI	Tim Neuman/CHI	John Thatcher/PDX
Dave Harrell/SEA	Brian O'Halloran/SJC	Don Ulrich/DEN
Chad Hunsaker/GNV	Linda Perone/SFB	Don Wagner/PDX
Dick Jacobson/BOI	Cyndy Pollan/SEA	Steve Wanders/IDA
Stacy Kinchen/NJO	Cindy Potter/RNO	Randy Whitman/SEA

These honored professionals have served as mentors, coaches, guides, thought leaders and subject matter experts for our staff and our clients. And all have contributed in large and significant ways to the building of our No. 4 *Engineering News-Record*-ranked Transportation business in the U.S.

When many of them joined CH2M HILL, our Transportation practice was in its infancy and our clients thought we were just a water or environmental company. Due to their hard work, commitment and pursuit of excellence, we now enjoy a national and international reputation as one of the most respected Transportation firms in the industry.

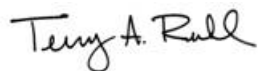
I personally thank our retiring colleagues for their many contributions and for participating in this phase of the company restructuring. My hope is that the group stays in touch with CH2M HILL via personal communication and [AlumniConnect](#), and we wish them the absolute best in the next stage of their lives and their careers.

With the completion of the VRP, we've reached one of the first milestones in our company's global restructuring plan. You may recall the program offered eligible employees considering retirement or contemplating moving on to the next phase of their career an opportunity to do so with a transition package.

As an outcome of the program, we will have to shift some responsibilities to manage through this change, and our U.S. Regional Market Manager Alan Bollinger, with the help of our Geographic Managers and Market Sector Directors, is working to fill critical needs. I ask for your patience and help during this transition period. Also, with change comes great opportunity, and we will be looking for internal candidates to step into new or expanded roles. Look for more information in the weeks and months ahead.

In the meantime, please stay focused and positive, serving our clients and each other with care and distinction as we continue on the path of improving our operational performance and business profitability.

Respectfully,



Terry A. Ruhl, P.E., F. ASCE
President, Transportation Market

The logo for CH2MHILL, consisting of the text "CH2MHILL." in white, bold, uppercase letters on a blue rectangular background.

[\(Click here to return to page 2\)](#)



THANK YOU FOR YOUR SERVICE

Dear Water Team,

Our firm's roots run deep in Water. In 1946, we were founded as a Water company, and over the past 68 years, our strong water roots have kept us anchored in the industry. We are widely recognized as the world's number one integrated water company, and we receive validation of this every day—most importantly from our clients and the success stories made possible by our talented staff.

This week, we say farewell to many colleagues and dear friends, who are retiring, from the Water Market and across the firm. These individuals have dedicated their careers to deepening these roots and helping us become the best water company. They've witnessed the growth and success of CH2M HILL, and over their many years of combined service, have helped us turn challenge into opportunity—opening doors to new markets, technologies, services, and more. Without their leadership, dedication, and service, CH2M HILL would not be what it is today: a world leader in consulting, design, design-build, operations, and program management.

In our last quarterly Town Hall Meeting, one of the questions many of you expressed was how we would backfill roles and fill our talent gap following the retirement program. After all, our people are what differentiate CH2M HILL in the marketplace. While none of our retiring colleagues can be replaced, each of them has mentored and shared their knowledge with our staff — keeping their legacy alive and ensuring our success today and tomorrow. I wish I could recognize each of our retirees individually. They have all contributed so much to our firm. I hope that by sharing two of our retirees' stories, we can paint the picture of the legacy these retirees, as a whole, have left our firm.

Bud VanDerAa/SEA has been with the firm longer than any of our retiring Water employees, at 52 years. Bud has left his mark on CH2M HILL over these five decades with his commitment to doing good work and mentoring. He has openly and compassionately shared his knowledge with others and in so doing, has helped develop many of his colleagues into the engineers, planners, and scientists they are today. During his career, Bud has mastered a broad understanding of all the disciplines and activities required to plan, design and deliver complex projects for our clients, and he has been a leader and colleague that many of our employees have looked up to as a mentor and friend.

Anne Kernkamp/RDD joined the firm in 1977 as an entry-level engineer having earned her master's degree in Civil Engineering from Michigan State University. Thirty-seven years later, Anne has contributed as a process engineer, technologist, project manager, and business developer to the facility planning, design, and construction of more than 50 wastewater and water reclamation projects, and has engaged with many teams including leading staff in California, Nevada, and Texas. Anne has always been up for a challenge, and the past couple of years she has stretched her technical and delivery skills into the realm of flood management. During her years at CH2M HILL, she has mentored and coached many of our up and coming staff, and has been a wife and mom, raising her son Tyler, while working.

Each of our retirees listed below has a similar story. They leave behind them a strong legacy as exceptional leaders, program managers, client account managers, technologists, and respected professionals in the industry. As we celebrate our colleagues and wish them well in retirement, the best possible gift we can give them in return for their service is letting them know how much we've cherished and valued working with them. Please join me in congratulating the following Water staff on their retirements:

Employee	Years of Service	Employee	Years of Service	Employee	Years of Service
Mark Alpert/DEN	24	Bill Gierer/SCO	25	Bill Phillips/GNV	28
Jerry Anderson/LOU	37	Graham Gill/COL	43	Veach Rankin/CNN	23
Kim Anderson/CVO	16	Joan Giltner/NSV	27	Jenny Reep/COL	38
Ron Baker/WDC	25	Michelle Girts/SEA	27	Dave Reynolds/SEA	40
Sheldon Barker/BOI	41	Steve Gong/FLL	28	Dana Rippon/RDD	43
John Barsky/BAO	14	Luigi Grande/WDC	36	John Rogers/BOS	23
Gloria Beattie/BOI	15	Robert Hanks/DEN	12	Scott Roser/COL	36
Bill Bellamy/LAR	30	Randy Hartman/SDO	7	Bill Ross/ATL	21
Allen Bigelow/BND	36	George Hartmann/SCO	15	Tom Sadick/HRO	29
Nikki Brott/SEA	30	Dave Herr/GNV	28	Ed Scheidt/CIN	38
Carol Cash/SEA	26	Kevin Hill/SPK	32	Charlie Shotts/DEN	43
Penny Colin/MGM	26	Carol Hisaka/CVO	34	Sean Skehan/SYR	34
Jerry Cullison/COL	26	Bruce Johnson/LAS	35	Ed Sloan/BOI	32
Bill Cumbie/HRO	29	Anne Kernkamp/RDD	37	Mike Sowell/SBP	3
Ina Cunningham/DEN	27	Steven Kistler/TPA	15	Ron Steigerwald/WDC	28
Don Cuthbert/CIN	41	Pat Koch/MKE	36	Pete Sturtevant/AKT	16
Glen Daigger/DEN	35	Bob Kuhn/CIN	33	Chris Sundberg/SEA	37
Jon Diebel/DEN	8	John Larson/BOI	11	Virgil Tallent/ATL	25
Rick Duca/PDX	17	Bob Lawson/RDD	40	Shelia Theisen/COL	35
Ronald Dupree/JAX	34	Carol Lewis/SJC	15	Michael Uchniat/SAN	40
Dick Dyne/RIC	33	Rob Lorentz/BTR	33	Bud VanDerAa/SEA	52
Chris Easter/RIC	22	Jan Loring/RDD	39	Mark Wade/LWR	25
Brenda Ellison/GNV	35	Chucky Macdonald/RDD	35	Robert Waller/ATL	14
Alan Epstein/NYC	2	Michele Majeune/DEN	15	Janis Wiseman/SEA	30
Ben Fergus/WDC	31	John Mckinney/CIN	8	Betty Wood/ATL	24
Terry Foreman/THO	30	Karen Mikowski/CVO	34	Wayne Wright/DEN	6
Ken Fortner/PDX	28	Susan Moline/BAO	28	Tim Yamada/LAS	23
Janis Freeman/PDX	39	Bill Mori/SEA	42	Evelyn Zupka/SCO	18
Molly Fritch/FLL	30	David Muckerman/PNS	14		
Umakant Gajjar/WDC	16	Patti Oakes/GNV	30		
Sharry Gale/CVO	35	Walt Ogburn/JAX	25		
George Gallagher/DEN	16	Randi Okey/DEN	29		
Kathryn Gibbs/RDD	29	Al Olson/CVO	40		

You can stay connected with our colleagues, who will be retiring between now and the end of the year, by posting a fond memory or congratulatory wish on the [celebration of service blog](#).

On behalf of the entire CH2M HILL Family and the Global Water Market, we extend a special thank you to all of those individuals listed above. We will always appreciate the contributions you made to the firm.

Sincerely,



Greg McIntyre
President, Global Water Market

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Subject: Message from Chris Shea - E&N VRP Results and a Special Thank You

ENVIRONMENT & NUCLEAR MARKET

E&N Results from Voluntary Retirement Program November 3, 2014

Dear E&N Colleagues,

I would like to let you know that the Executive Leadership Team is continuing to work out the details of our organizational structure, but a significant piece of the firm's restructuring efforts came to a conclusion on Friday, October 24 – our Voluntary Retirement Program (VRP). You may remember that the VRP is a voluntary program designed to assist eligible U.S. employees in their transition to retirement from the company or to the next phase of their career, while helping the firm meet its overall global restructuring efforts.

There were a total of 416 individuals across the firm who accepted the VRP package, which was more than the target number of anticipated retirees. When a coworker retires, part of our community leaves, so, I am humbled today to recognize the 47 individuals listed below from E&N who have signed up for the VRP.

These individuals, who have represented the firm on the frontlines and have helped us build the business, are lauded today for taking the next step into the next phase of their lives and careers. All have contributed in large and significant ways to the building of our No. 1 Engineering News-Record-ranked Environmental business in the U.S. I would like to thank and recognize each of these individuals for their commitment and dedication to our clients, and for their contribution in our success over the years. We are losing valued coworkers, trusted mentors, friends or supervisors, and we will miss their wisdom and experience, but most of all, we will miss the encouragement they have been to us throughout their careers with CH2M HILL. I would like to wish each one of you and your families a successful and bright future with the time to do the things you have always wanted to do. You will be missed.

Thank You for Your Service		
Artemis Antipas	Jeffrey Lamont	Jay Willenberg
Ginny Farris	Udai Singh	Jim Curtis
David Price	Bob Briggs	Kathleen Moriarty
Peter Baldwin	Rich Larson	Robert Willey
Peggy Given	Bruce Stevens	Liz Dodge
Ben Redmond	John Caldwell	Tim Mosko
Regenia Bell	Frank Lopez	Dan Winstanley
Michael Godwin	Bill Thomas	John Dolegowski
Cheryl Remond	Bob Carlisle	Richard Myers
Hedy Berend-Seecharran	Gayle Lytle	Bryant Wong
Jim Greeley	Jerry Tracy	Pat Ervin
Donna Roraback	John Claussen	Jack Payne
Brint Bixler	Angus McLeod	Caroline Ziegler
Bill Jasen	Bud VanDerAa	Bob Farina
Howard Saxion	Dwayne Currie	Robert Pearson
Wendell Blackwell	Sara Monteith	

Thank you and stay safe,
Sincerely,

Chris Shea
Environment & Nuclear Market President

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List of 2014 Retirees

First Name	Last Name	Original Date of Hire
Mohamed	Abdelhamid	Mar-97
Kathleen	Aitcheson	Oct-85
Lyn	Alexander-Larson	Nov-88
John	Almon	Mar-00
Mark	Alpert	Dec-86
Jerry	Anderson	Aug-77
Kim	Anderson	Jun-98
Raymond	Angelino	Jul-90
Chris	Angleman	Jun-75
Y	Antipas	Oct-84
Susan	Babcock	Sep-00
David	Baker	Mar-78
Larry	Baker	Jan-74
Ronald	Baker	Mar-89
Jeffrey	Baldel	Apr-94
L	Barker	Jun-70
John	Barsky	Apr-90
Robert	Bartlett	Jul-74
Jack	Barton	Mar-00
Gloria	Beattie	Jun-99
Michael	Beck	Oct-89
Gary	Beech	Sep-85
Regenia	Bell	Apr-93
William	Bellamy	May-84
Jesus	Bencomo	Aug-74
Hedwig	Berend-Seecharran	Oct-95
Robert	Bergman	May-84
Susan	Bieniulis	Dec-96
Allen	Bigelow	Apr-78
D	Bixler	Feb-75
Wendell	Blackwell	Sep-91
James	Bloomquist	Mar-80
Mark	Boedigheimer	Dec-72
Paul	Bowerman	Oct-91
Norman	Bowman	Apr-77
Robert	Brandes	Sep-99
Richard	Breitung	Oct-96
Carol	Bresney	Oct-92
Sally	Brocksen	Jul-86
Nikki	Brott	Jul-84
Kathy	Bruce	Aug-90
Curtis	Buchanan	Feb-98
William	Burk	May-77
Wayne	Buzzard	Aug-99
J	Cable	Oct-81

First Name	Last Name	Original Date of Hire
John	Caldwell	Jun-84
Ronald	Campbell	Jan-99
Robert	Carlisle	Dec-89
Bobby	Carroll	May-74
John	Carson	Sep-95
Carol	Cash	Feb-88
Ming	Chang	Mar-93
Eugene	Christensen	Aug-91
Mitchell	Christian	Jan-80
David	Clark	Mar-77
John	Cleary	Nov-76
Penelope	Colin	Mar-88
Michael	Concannon	Sep-80
Randall	Connett	Mar-97
Don	Cooley	Jun-77
Ian	Cooper	Sep-72
Joseph	Corpening	Oct-94
James	Crawford	May-74
Bryon	Creech	Aug-95
Linda	Criger	Mar-99
Gerald	Cullison	Sep-88
William	Cumbie	Dec-85
Ina	Cunningham	Dec-87
Harold	Currie	Jun-98
Eric	Cutbirth	Jul-78
Donald	Cuthbert	Jul-73
Paul	Da Silva	May-68
Glen	Daigger	Jun-79
David	Dailer	Dec-81
Ralph	Davidson	Oct-89
Charles	Davis	Nov-83
Gary	Davis	Jun-78
Richard	Davis	Sep-93
Robert	Davis	Jan-74
James	Dawes	Jun-85
John	Day	Jul-74
Brian	De Glanville	May-78
John	Dearing	Aug-89
Pierre	Desautels	Jul-80
Russell	Devick	Dec-72
Thurman	Dickens	Oct-83
Thomas	Dillion	Mar-95
Deborah	Dodds	Jun-00
Elizabeth	Dodge	May-78
John	Dolegowski	Sep-83
Thomas	Dougherty	May-85

First Name	Last Name	Original Date of Hire
James	Drake	May-79
Richard	Duca	Mar-97
David	Dunagan	Aug-78
Gary	Dupere	Jul-78
Daniel	Dupies	Apr-89
Ronald	Dupree	Feb-73
Richard	Dyne	Nov-81
Christopher	Easter	Jul-92
Kimberly	Edens	Aug-89
Robert	Edgerton	Jan-80
Edwin	Edwards	Jan-98
Sheila	Edwards	Apr-82
Dennis	Eiff	Feb-00
Charles	Elliott	Feb-86
Brenda	Ellison	May-76
Robert	Elrick	Jun-89
Carl	English-Young	Feb-82
Kelly	Ensor	Aug-88
Patrick	Ervin	Jan-96
Lyle	Ettestad	Aug-94
Alfred	Farber	Apr-96
Virginia	Farris	Mar-82
Farzin	Farzan	Jan-95
Robert	Fergus	Jul-83
Kenneth	Ferrera	May-74
Daniel	Finazzo	Jul-00
Donald	Forbeck	Nov-89
Terry	Foreman	Oct-84
Richard	Fornelli	Sep-73
Robert	Forsthoffer	Jul-99
Kenneth	Fortner	Nov-86
Carol	Foust	Mar-81
Kathy	Freas	Aug-90
Janis	Freeman	Oct-75
Darrell	Frisse	Jan-95
Molly	Fritch	May-84
Michael	Furdock	Jun-90
Douglas	Gabler	Nov-73
Umakant	Gajjar	Aug-88
Sharry	Gale	Jul-79
George	Gallagher	Dec-98
Lara	Gamburg	Feb-82
Robert	Gatton	Jun-74
Stephen	Gelman	Apr-78
Kathryn	Gibbs	Mar-85
William	Gierer	Sep-89

First Name	Last Name	Original Date of Hire
William	Gifford	May-98
Graham	Gill	Sep-71
Joan	Giltner	Oct-87
Michelle	Girts	Aug-87
Robert	Golding	Aug-95
Steven	Gong	Sep-86
Jesus	Gonzalez	Oct-80
Ken	Goode	Jun-94
Dorothy	Grady	Mar-94
Robert	Grahl	May-93
Luigi	Grande	Feb-78
Barry	Grant	Jan-66
David	Gray	Sep-71
James	Greeley	Jun-95
Ricki	Green	Apr-80
Rhonda	Guerra	Jul-81
Ralph	Guthary	May-89
Alan	Guthrie	Jun-89
Anita	Haley	Apr-89
Dale	Hall	Feb-97
Timothy	Hamaker	Nov-88
John	Hancock	Mar-92
Robert	Handell	Jun-70
Ann	Hargett	Aug-86
George	Hartmann	May-99
Ann	Hayes	Sep-84
John	Hayes	Jun-68
David	Herr	Feb-86
Donna	Herron	Jun-00
Rex	Hesner	Apr-90
Kevin	Hill	May-82
Carol	Hisaka	Apr-72
Beverly	Hise	Oct-86
Karen	Holden	Jul-96
Sandra	Holland	Jan-90
Lawrence	Holm	May-77
Jeannette	Holzlohner	Mar-69
Terrence	Hopfenspirger	Sep-77
Richard	Horning	May-66
George	Howroyd	Apr-95
Chad	Hunsaker	Nov-80
Laura	Hunt	Jul-92
William	Ingles	Nov-86
Doyle	Inklebarger	Jul-85
Michael	Iverson	Jan-73
Richard	Jacobson	Mar-89

First Name	Last Name	Original Date of Hire
Gary	Jardine	Oct-77
Bruce	Johnson	Mar-79
Lloyd	Johnson	Jul-00
Charles	Johnston	Mar-94
Charis	Jolliffe	Jun-73
John	Jordan	Feb-86
Jaromir	Juchelka	Oct-76
James	Keating	Mar-81
Christopher	Keister	Jul-89
Anne	Kernkamp	Jul-77
Steven	Kinsland	Feb-00
Steven	Kistler	Jul-99
David	Knight	Jun-81
Patricia	Koch	Oct-78
James	Kramer	Feb-78
Romona	Kristich	Aug-82
Loren	Krook	Jan-84
Robert	Kuhn	Jun-74
John	Lakey	Jun-00
Jeffrey	Lamont	Oct-87
Richard	Larson	Nov-76
Mark	Lasswell	Dec-89
David	Lathrop	Apr-95
James	Lavance	Apr-83
Robert	Lawson	Apr-74
Peggy	Lee	Mar-96
Mark	Lepkowski	May-78
Carol	Lewis	Mar-99
Susan	Lewis	Aug-91
Frances	Lindamood	Jun-98
Lee	Lindig	Mar-00
David	Lines	Aug-96
John	Lomax	Jun-79
Robert	Lorentz	Feb-81
Jan	Loring	Mar-75
Richard	Luebbers	Jun-73
Eugene	Lupia	Sep-99
Catherine	Lutz	Nov-95
Konrad	Lyngvar	Jul-96
Gayle	Lytle	May-83
Charles	Macdonald	Nov-79
Syed	Mahmood	Aug-77
Michele	Majeune	Jul-99
Thomas	Maloney	May-89
Timothy	Maloney	Nov-84
Robert	Manus	Feb-00

First Name	Last Name	Original Date of Hire
Robert	Massarelli	May-00
Jeffrey	Mather	Jun-73
Gilbert	Matthews	Jun-97
James	Mc Wade	Jun-74
Kenneth	McGraw	Dec-99
Mark	McKee	Oct-84
Gary	McAuliffe	Jul-79
John	McMichael	May-83
David	Metzel	Aug-90
Lynn	Meyer	Aug-99
Richard	Meyers	Feb-00
Nancy	Michaelis-Kerhlikar	Oct-98
Michael	Mickelson	Nov-71
Karen	Mikowski	Sep-80
Kenneth	Miller	Aug-80
Patricia	Minlionica	Dec-86
Chaitanya	Mittal	Apr-83
David	Mock	Aug-74
Susan	Moline	May-86
William	Molyneaux	Dec-00
Jerry	Mongo	Jun-00
Sara	Monteith	Sep-88
Alistair	Montgomery	Sep-95
James	Moorcroft	Feb-99
Clark	Moore	Feb-99
Jeannine	Moore	May-77
Jan	Morgan	Jul-94
William	Mori	Mar-72
Kathleen	Moriarty	Jun-79
Timothy	Mosko	Aug-94
David	Muckerman	Oct-00
Velma	Muniz	Nov-00
Mary	Murphy	May-79
Jonathan	Murray	Oct-00
Marvin	Murray	Jun-72
Edith	Naidu	Mar-82
Donna	Navarro	Mar-88
Brian	Nelson	Dec-94
Pamela	Nelson	Mar-98
Mary	Neuman	Jun-88
Timothy	Neuman	Jul-75
Charles	Nichols	Mar-77
John	Nichols	Nov-83
Dallas	Nicholson	Feb-86
Selvarani	Nithiananthan	Sep-99
Terri	Noe	May-98

First Name	Last Name	Original Date of Hire
Scott	Normandin	Feb-79
John	Nugent	Oct-99
Brian	O'Halloran	Sep-86
Patricia	Oakes	Jan-84
R	Ogburn	Apr-89
Randi	Okey	Jun-77
Alan	Olson	Sep-74
Robert	Olson	Jan-99
John	Oster	Jul-89
Lee	Overcamp	Jun-99
Douglas	Parker	Jun-73
Julianne	Parker-Guilbault	Jun-95
James	Parrish	Oct-81
Stephanie	Parsons	Mar-00
Elisabeth	Patino	Nov-83
Jack	Payne	Apr-81
Jeffrey	Pearson	Jun-95
Robert	Pearson	Aug-00
Linda	Perone	Jun-90
Mark	Petersen	Jun-00
William	Phillips	Feb-86
Carol	Plambeck	Jun-79
Cynthia	Pollan	May-91
Cynthia	Potter	Aug-90
Victoria	Potter	Aug-93
Andrew	Prentice	Sep-71
James	Priaulx	Jun-85
David	Price	Nov-84
Charles	Priest	Oct-86
William	Primm	Jun-83
Lori	Proman	Aug-92
Thomas	Ragland	Dec-78
Eligio	Ramos-Garay	Apr-96
Estell	Rankin	Sep-91
Johnny	Reagan	Jan-76
Ben	Redmond	Jul-00
Jennifer	Reep	Jan-76
Glenn	Rehberger	Mar-74
Patricia	Reichert	Aug-97
Cheryl	Remond	Oct-80
David	Reynolds	Jun-74
Dana	Rippon	Jun-71
Lynne	Robertson	Mar-76
William	Robinson	Jun-80
Stephen	Rockenstein	Mar-97
R Scott	Rodda	Jun-85

First Name	Last Name	Original Date of Hire
John	Rogers	Nov-91
Todd	Rogers	Nov-98
Michael	Roney	Jan-96
David	Rosenblum	Jun-96
Scott	Roser	Jun-78
William	Ross	Mar-93
Vincent	Rybel	Sep-72
Thomas	Sadick	May-85
Carolyn	Salters	Apr-99
Christopher	Sanders	Apr-87
Robert	Sardaro	Feb-75
Howard	Saxion	Oct-90
Edwin	Scheidt	Jul-76
Gary	Schinnell	Sep-98
David	Schultz	Dec-87
Thomas	Searle	Jun-78
John	Seffernick	Jul-88
Timothy	Sharp	Dec-85
Douglass	Shaw	Jun-92
David	Shekoski	Nov-87
Terry	Sheldon	Jan-74
David	Sherwin	Mar-96
Joseph	Shipman	Jan-91
Charles	Shotts	Jun-71
Jewel	Sideman	Jan-86
Thomas	Simpson	Oct-89
Udai	Singh	Apr-74
Valapad	Sivadas	May-92
Sean	Skehan	Nov-80
Caleb	Slemons	Apr-89
Benson	Smarr	Nov-92
Elizabeth	Smith	Jun-87
Richard	Smith	May-75
Cheng	Soong	Jul-79
Eric	Sosnowski	Apr-98
Gerard	Sprague	Mar-89
Grega	St John	Feb-89
Ernest	Staley	Jun-92
Ronald	Steigerwald	Nov-86
Bruce	Stevens	Sep-00
LaDonna	Stewart	Sep-80
Jesse	Strange	Jun-97
Peter	Sturtevant	Oct-98
James	Suber	Feb-96
Barbara	Sullard	Apr-98
Christian	Sundberg	Feb-78

First Name	Last Name	Original Date of Hire
Peter	Swenson	Sep-83
Deanne	Takasumi	Jan-80
Virgil	Tallent	Sep-89
Susan	Taylor	Nov-89
Shelia	Theisen	Dec-79
David	Thomason	Jun-77
Eric	Ting	Jun-87
Gerald	Tracy	Jan-74
Rolf	Tseng	Apr-82
Judith	Turner	Nov-87
Michael	Uchniat	May-74
Harold	Ulrich	Nov-73
William	Van Winkle	May-73
Marion	Vanderaa	Jun-62
Roger	Varney	Jul-77
David	Vest	Oct-98
Mark	Wade	Jul-89
Carroll	Walker	May-77
Robert	Waller	Jun-00
Michael	Walsh	Oct-00
Stephen	Wanders	Jan-80
Kenneth	Weigum	Sep-69

First Name	Last Name	Original Date of Hire
Kenneth	Welp	Jun-69
Richard	Wheeler	Apr-95
Lynette	White	Apr-78
Randall	Whitman	Sep-92
Robert	Willey	Apr-93
James	Williams	Mar-89
Stanley	Williams	Feb-87
Charles	Wilson	Oct-96
Diana	Wilson	Jun-93
Nancy	Winslow	Feb-90
Daniel	Winstanley	Apr-87
Janis	Wiseman	Aug-84
Bryant	Wong	Apr-85
Betty	Wood	Dec-90
Allen	Wright	Jul-91
Tim	Yamada	Aug-91
Roger	Yolo	Mar-88
Malinda	Young	Sep-73
Donald	Zabilansky	Nov-98
Paul	Zamora	Nov-99
Julie	Zimmerman	Dec-92
Evelyn	Zupka	Oct-96

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