R.E. WARNER
& ASSOCIATES INC.

ENGINEERS
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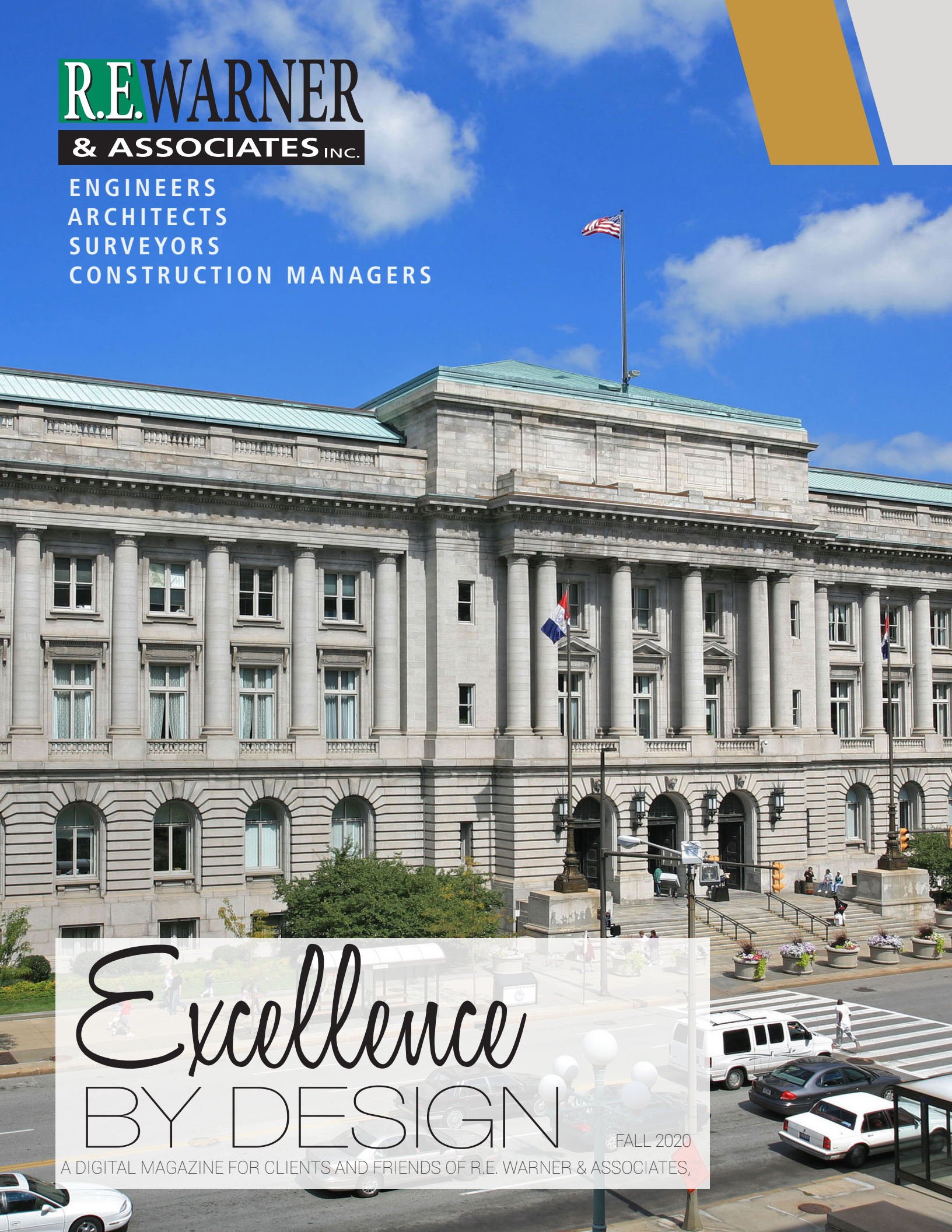

Excellence BY DESIGN

FALL 2020

A DIGITAL MAGAZINE FOR CLIENTS AND FRIENDS OF R.E. WARNER & ASSOCIATES,

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PRESIDENT'S MESSAGE

by Ted Beltavski, PE, MS

Dear Colleagues,

When we issued our last newsletter, it was hard to imagine how the remainder of 2020 would play out. It has been a tough year. Between the pandemic's challenging effects on our daily lives, a polarized election, and social justice unrest, this year has given us many heavy things to bear.

We're all tired. Tired of COVID, tired of politics… we are simply exhausted. However, as the year comes to a close, I would urge us all to try to focus on the things we can feel gratitude for. In normal times, the holiday season, starting with Thanksgiving, serves as a reminder to ourselves to give thanks for our many blessings as well as give materially to those in need. In our challenging present circumstances, it feels more important than ever to embrace a spirit of gratitude and giving – to let this be a little bit of light in our lives.

Whether you're thankful for more time at home with your family this year, staying healthy, remaining employed… I encourage everyone to identify those things in your life that you are grateful for, even the simple things, and to keep them in the forefront of your mind as we head into what public health experts are saying will be a hard couple of months. Practicing active gratitude is said to be one of the best things we can do to lift our spirits, and that will be very important as we navigate this winter.

And let's not forget giving. More of our neighbors than ever are facing economic hardship due to circumstances beyond their control. If you are able to donate to your local food bank, coat collection or toy drive, please consider doing so. Typically R.E. Warner hosts our Open House benefitting Toys for Tots at the start of the holiday season, but being unable to do so this year, we are encouraging everyone in their individual lives to remember to give to those in need in our communities.

The outlook for 2021 seems to be a bit brighter. With the news of vaccines becoming available, it is looking like some normalcy may be returning as soon as the spring. Until then, we hope everyone continues to "hang in there" and stay healthy.

Sincerely,

Ted A. Beltavski, PE, MS
President

WHAT WE'RE WORKING ON

Select featured projects across our markets

METALS MARKET

HOT MILL WATER SYSTEM STUDY

R.E. Warner is providing engineering services to provide an engineering study for the SMWTP Hot Mill cooling water system at a metals manufacturer. The study will include the hot mill pump system, the sand filter system, the related cooling tower, the river water system and the lagoon. The purpose of this study is to review the existing systems to allow for future means to formulate any immediate revisions required and any other revisions to improve the efficiency of all the systems as a whole.

3D LASER TRACKING OF 15,000-TON PRESS

R.E. Warner is providing 3D Laser Tracking and Optical Survey services as third party verification of the general contractor for the construction of the 15,000-ton press. R.E. Warner is also providing a topographic survey of the area on the main floor, directly north of the 15,000-ton press.

AUTO & MANUFACTURING MARKET

ENGINEERING SERVICES FOR NEW X-RAY BOOTH

A power generation technology manufacturer is planning to construct an additional X-Ray booth to its facility in order to expand its capabilities. To fulfill the scope of services for this project R.E. Warner will provide drawings for architectural, structural, HVAC, piping, fire protection and electrical disciplines.

POWER MARKET

MASTER PLANNING FOR NEW UTILITY COMPLEXES

R.E. Warner is providing a power generation utility company with a master planning document that can be used as the foundation for the design of a new utility complex at two of its service centers. These new complexes will house a variety of departments. We are providing project programming with conceptual design services for the two service centers. With that goal in mind, a master planning document delineating the space requirements for the departments at these sites will be created. The program and conceptual design will also outline the parameters for each department including ancillary spaces such as administrative offices, locker rooms, lunchrooms, common space, maintenance and equipment storage.

CHEMICAL PROCESSING

SALT CONVEYOR MODIFICATION AND SUPPORT STRUCTURE

A chemical processing client has been experiencing trouble with its salt conveyor - when the chain conveyor pulls salt up the slope, salt powder slides down the sides of the conveyor. This sliding salt clogs the conveyor at the bottom leading to decreased conveyor speed and additional wear on the conveyor. We have been contracted to provide A/E services to modify the existing conveyor and replace the hopper it discharges to, resulting in extending the service life of the system. R.E. Warner is providing drawings for general arrangement, mechanical, structural, survey and civil disciplines. We are also performing a 3D scan to determine dimensions and locations of existing structural and mechanical elements.

SITE ANALYSIS & FEASIBILITY STUDY FOR NEW WAREHOUSE

A paint, coatings and speciality materials producer recently sought a site analysis and feasibility study regarding proposed new construction at its Cleveland Plant. R.E. Warner was selected to complete the study to determine and identify all pertinent and/or applicable regulatory and physical issues affecting the proposed construction of a new 250,000 sq. ft. warehouse, inclusive of 50,000 sq. ft. of C1D1 hazmat rated space. In addition, the demolition of an exisiting building was considered. The study included possible locations for the warehouse with their zoning restrictions and circulation patterns, identified all necessary site improvements, and provided cost estimates.

NEW SOLIDIFICATION FACILITY AND WATER TREATMENT PLANT

A waste disposal corporation is planning to construct a new solidification facility and water treatment plant. R.E. Warner has been selected to provide process, civil, structural, electrical, and mechanical engineering as well as architectural and surveying services to deliver the project. When complete, the solidification facility will receive and process 120 tons of waste per day and the water treatment plant will receive 2.5 million gallons per year when it first comes online with the ability to accept up to 25 million gallons per year.

GOVERNMENT MARKET

RESTART CLEVELAND CITY HALL WORKPLACE HAZARD ASSESSMENT

The purpose of this project was to provide the City of Cleveland with an assessment of the basement, first, second, third, fourth and fifth floors of City Hall, document existing conditions and provide recommendations as part of the Restart Cleveland program.

Our team documented existing conditions and made suggestions on where occupancy could be reduced, partitions could be installed or extended and where things like sanitizing stations, health checks, questionnaires and signage could go. These suggestions were based on guidance from the Ohio Department of Health, OSHA, and the CDC to reduce the risk of transmission of COVID-19.

CITY OF NORTH RIDGEVILE BARSCREEN RELOCATION

Due to recent and repeated flooding of the Screen Room area in the Pump Station Building at the French Creek Waste Water Treatment Plant, R.E. Warner was contracted to provide engineering re-design of the area in order to move the bar screen, compactor and essential mechanical and electrical systems to the ground floor. Our scope of work included: mechanical and electrical field review of barscreens and compactors in the screen room to determine what would be marked for relocation and/or re-routing; structural field review for installation of new barscreens and compactors on the ground floor; mechanical and electrical engineering design of new barscreen and compactor locations on first floor and re-routing of power and water to those new locations; structural engineering calculations and design for any additional foundation or structural support for the relocation of equipment, power, and water; creation of plans, sections, and details (as needed) showing installation of new equipment on the ground floor; and creation of a demolition plan showing removal of equipment and systems from their existing location.

HARRISON COUNTY ENGINEER OFFICE FACILITIES

R.E. Warner was selected to provide architectural and engineering services for construction of County Engineer Office Facilities at the Harrison County Highway Garage. The project is being undertaken to more efficiently manage the Highway Department's operations and also free up space at the Harrison County Courthouse for other operations. The new offices are anticipated to be approximately the same size as the existing office with additional space for restroom facilities, storage area and other facilities necessary to allow office staff to function efficiently.

NORTHCOAST BEHAVIORAL HEALTHCARE ELECTRICAL & HVAC UPGRADE

The Northcoast Behavioral Healthcare Facility in Northfield, OH opened in 1980 and has had no significant interior renovations or upgrades since. We were recently selected to upgrade the electrical and HVAC systems in the building. Specifically, we provided architectural, electrical, mechanical civil and structural services for the replacement of the 480Y/277V, 1200-amp, 3 phase, 4 wire Eaton Pow-R-Line, automatic transfer equipment located in the basement of building E, and replacement of three Federal Pacific electrical panels. We also provided services for the replacement of AHU 10, the renovation of AHU 9, the lining of four transite ducts connected to AHU 9, and the replacement of the Condensing units for the Property Maintenance Building.

GOVERNMENT MARKET, CONT.

AKRON METROPOLITAN HOUSING AUTHORITY - MULTIPLE PROJECTS

Saferstein Towers Fire Alarm Upgrade:
With several components failing recently, the entire fire alarm system at Saferstein Towers needed to be replaced. We provided electrical engineering services for replacing the existing control panel, smoke, and heat detectors, pull stations, and annunciation appliances. The system was designed and installed per the latest NFPA and Ohio building codes.

Valley View Apartments Retaining Wall Evaluation:
Valley View Apartment complex has over thirty retaining walls, some of which seem to be structurally unsound and potentially present a hazard to the tenants. We were asked to investigate viable options and tailor a plan for restoration, replacement or elimination of the retaining walls.

Paul E. Belcher Apartments Roof Replacement:
We provided drawings and specifications for AMHA's use in bidding, permitting, and construction for replacement of the roof at Paul E. Belcher Apartments.

COMMERCIAL & INSTITUTIONAL MARKET

NEW CAPITAL ONE HEADQUARTERS COMPLEX CONSTRUCTION SURVEYING

R.E. Warner was selected by Enclose, a specialty glazing and exterior facade contractor, to provide construction surveying services for its work on the latest phase of the new Capital One headquarters complex in Virginia. Capital One completed construction of its 470-foot-tall headquarters tower in 2018. Opening in 2021 is a new 1600 seat performance hall called Capital One Hall, a 1.2 acre Skypark with an Amphitheater and Biergarten, and a lodging facility. Coming in 2023 is a new 900,000 SF mixed use tower including office and retail space. The fully realized master plan for the Capital One Center includes office, retail, housing, performing arts and much more.

Cybersecurity

CYBERSECURITY PROTECTIONS

From training your staff to making sure your firewall is up-to-date, it's important that you take action to protect your firm's data, your clients' data, and your network from cyberattacks.

This article is by R.E. Warner IT Manager Jeff Terschak and originally appeared in The Zweig Letter, a weekly digital newsletter for those in management roles in the A/E/C industry.

Whether your firm is large or small, with all of the sensitive data AEC companies manage regarding our clients, our employees, and our businesses, cybersecurity protections are important to stay on top of.

Recently, our firm's management team members were targets of spear phishing (highly targeted form of phishing) campaigns. As one manager after another was targeted, we responded by further tightening up our IT protections. Here is our advice for key actions you can take to help protect your firm's data and network.

Staff Training

Your firm's employees are the first line of defense in protecting your network. As such, it is important that they are educated about the increasingly sophisticated methods cyber criminals use to steal sensitive data. Your IT personnel can conduct the training, or you can utilize an external vendor. Our firm opted to use a virtual training consultant that provided education regarding three areas:

1. Security awareness – Through this training, our staff learned to spot the red flags associated with social engineering cyberattacks and potential malware behaviors, in addition cybersecurity best practices. They were very surprised to learn the offline methods criminals will use to set up a cyberattack.

2. Phishing – Phishing can be attempted in a variety of different formats, so we wanted our employees to have an in-depth understanding of this practice in order to better recognize its various types. The training covered the dozens of possible signs – which are not always immediately apparent – that an email is fraudulent.

3. Staying safe while working remotely – Many of our employees travel to project sites and have to work remotely while on the road. In addition, with the COVID-19 pandemic, we had many of our staff working from home. The Working Remotely module covered practices such as ensuring internet connections are secure, using VPN, using a wired connection whenever possible, access protecting devices, and locking up/shredding sensitive documents.

> **"Your employees are the first line of defense in protecting your network."**

Staff Testing

We felt it wasn't enough to simply provide staff training on cybersecurity – we wanted to ensure that they absorbed the lessons and had the corresponding increased vigilance. We worked with our training provider to set up test phishing attempts to check whether employees were able to recognize and avoid simulated cyberattacks. We were surprised that even after training, 12 percent of our employees still fell for these (fake) attempts. These staff members were then assigned further training. Over time, we've seen these incidences decrease. Practice makes perfect, or so those who fell for these told us.

Firewall upgrade.

Like all technology, firewalls eventually become obsolete; however, it is prudent to upgrade your firewall before it is completely out-of-date/no longer has manufacturer support. In addition to training your staff on cybersecurity, one of the other best things you can do to protect your network security is utilize comprehensive, up-to-date firewall technology. The general stated best practice is to upgrade your firewall every three to five years; however, other triggers for a firewall upgrade include a change in your network requirements or if your firm experiences a significant growth spurt. In addition to upgrading your firewall as appropriate, it is also important to keep up with its updates, which are sometimes available as frequently as daily, to ensure you are protected from ever-changing vulnerabilities.

I recently read that 2019 was one of the worst years yet for attempted and successful cyberattacks, and 2020 is expected to have further increases in cyber criminal activity. As a firm, these stats are in line with our experience, as we continue to see increased attempts to breach our cybersecurity defenses. Fortunately, we have been able to prevent criminals gaining access to our data, with the measures outlined above being crucial. We urge our colleagues in the industry to take stock of your firm's current cybersecurity protections and ensure they are as strong as they can be.

PERSPECTIVES & INSIGHTS

Firm Operations

REMOTE WORK LESSONS LEARNED

Discovering new ways of operating to be more effective and efficient throughout the rest of the COVID-19 pandemic and after.

This article is by R.E. Warner Marketing Communications Specialist Sandi Matgouranis with input from the firm's executive and management staff. It was originally published in The Zweig Letter, a weekly digital newsletter for those in management roles in the A/E/C industry.

Like many others in the AEC industry, the sudden and drastic changes in society as a result of COVID-19 significantly affected our firm's operations. As an essential business serving utilities, municipalities, manufacturers, and others also considered essential, we had to quickly arrange for the majority of our staff to become remote workers. We faced a variety of challenges for which we had to find solutions, and as a result have many "lessons learned" to share. The journey of figuring out how to continue to work productively during this time has been arduous, but through it we have discovered new ways of operating that will allow our firm to be effective and efficient throughout the rest of the pandemic and after.

When this started, we were a firm that was not yet set up to accommodate a majority of staff working remotely. We had technology that allowed those out in the field or who needed to work from home in a one-off instance to do so, but the experience was more disjointed than we would have liked. Coincidentally, we had been working on improving this, and in early March we had started giving laptops to all technical staff to replace their desktops. With the arrival of COVID-19, that timeline was accelerated to warp speed. We went from having a handful of staff working remotely at any one time to approximately 60 percent working remotely full-time. Our IT manager had the herculean task of purchasing and setting up dozens of laptops in just a couple of weeks. Now that we're through it, we expect that as we go forward, we will primarily utilize transportable technologies as the main work tools for all staff, and will need to keep abreast of which new ones make sense to invest in. Also, while this had already been in the works for technical staff, the pandemic has caused us to realize these tools are useful for administration, too.

"Being forced to use remote work technology helped us learn when and how to use these tools to improve our productivity and communication as a complement to the way we regularly work."

Purchasing and setting up equipment was not the only hurdle to getting up and running with remote work; there was also the learning curve of everyone becoming comfortable with various software for digital collaboration and communication. As a multi-discipline firm, our staff are highly collaborative. We typically spend much of our days sitting together, looking at digital or paper drawings and talking through engineering/design solutions and approaches. Some of our staff members were already comfortable collaborating remotely due to working on projects outside of our local area, but others were not; so, there was some concern that remote work would be a communication barrier. However, the necessity of figuring out how to communicate and collaborate while not working in the same physical space meant that everyone quickly got up to speed and it became the norm.

In our office, we primarily used Microsoft Teams for video call/conference, chat, and document sharing, which proved to be effective. That said, with technology comes technical difficulties, and we have experienced challenges such as distracting background noise, screen sharing lags,

etc. However, because the use of this technology became so commonplace, the technical difficulties arising from inexperience with the technology have been sorted out. In addition, while technical difficulties are a drawback, we have discovered many benefits. We are saving travel time for client meetings, allowing us to be more efficient. There is also more flexibility in scheduling meetings since participants can simply call in. This is especially helpful for our managerial staff who travel frequently. And the use of FaceTime and video messaging to share ideas and talk through solutions while looking at the same issue has helped to provide a visual component to something that may have just been described in an email in the past, which has improved communication. Plus, we have found screen sharing to be more seamless than sharing a mouse and looking at one person's screen.

While in-person client meetings and internal collaboration will still have their place post-pandemic, we've discovered that many meetings can be effectively accomplished virtually, and for all the previous reasons we expect to meet and collaborate virtually more often going forward. Being forced to use remote work technology helped us learn when and how to use these tools to improve our productivity and communication as a complement to the way we regularly work. We've also come to recognize that, assuming most of our industry embraces remote work more fully, firms will need to invest in additional tools to perform our work entirely on electronic platforms to truly become integrated in a remote work society.

Another lesson we've learned through this is that we can give staff more flexibility, which is good for their work/life balance and good for business. The ability to work remotely has allowed our staff to handle childcare, help family, and otherwise attend to personal responsibilities throughout this ordeal while continuing to work. In addition, it has provided time efficiencies that have benefitted productivity – commuting time has been saved and staff have the ability to tackle work tasks while thinking about them instead of waiting to get to the office.

The latest challenge we are navigating is bringing our own staff back to the office as safely as possible as well as helping clients do so. The pandemic came along during an era where open office plans have been popular for collaboration/open communication benefits. These spaces do not easily accommodate the COVID-19 back-to-work guidelines. We are finding that we are redoing or at least reorganizing or modifying brand new offices and revamping standards just recently developed. Unfortunately, we have found that these changes are not as budget friendly as owners/clients, including ourselves, would like. The two things needed to prep a workplace for social distancing in order to bring staff back – space and furniture – are expensive; fortunately, however, there are funds available through the CARES Act to implement workspace changes. On another note, we are hearing that companies are finding that staff can work from home just as effectively as they did in the office, so we think businesses will be reassessing the type and amount of office space they need in the future, resulting in another round of renovations to meet the needs of offices with limited or "hoteling" staff. We are learning that COVID-19 is going to have a permanent effect on how our society works, and subsequently, the form and function of physical offices/real estate.

In closing, we believe that going to work in an office will still provide benefits, as will in-person client meetings. Staff have said they miss certain amenities and equipment found in an office – laser printer/scanners/copiers, large whiteboards, mailing/shipping supplies and pickup, and more. But moreso, they are saying that while they enjoy not having a commute and other flexibility remote work provides, they miss the change of scenery from their house, having some separation between work and home, and most of all the social interaction in the office. Chat and video calls cannot replace the sense of camaraderie that develops working alongside one another, and for business development, the rapport that is built through meeting in person. With regard to meetings, it is harder to read body language on a group video call, which can make it difficult to have open and honest discussions. In addition, because virtual communication must be actively scheduled or initiated, there is little to no opportunity for serendipitous interactions and relationship-building conversations. Further, there is some wariness that, were we all to work remotely permanently, the soft skills that develop in the office and allow successful teamwork, would fade. In short, we have learned that people are missing the social aspects of work, and for that reason, though it may change, the office will still have a place.

NEWS OF NOTE

R.E. Warner is pleased to recognize the following team members for recent accomplishments

RECOGNIZING MIKE CHRISTOPHER - 10 YEARS AT R.E. WARNER

We are pleased to announce Mike Christopher's 10-year anniversary with R.E. Warner. Mike joined the firm on September 27, 2010 as a Senior Civil Designer.

Mike has become a key member of our civil team on many of our municipal, infrastructure, and commercial projects. Notably, Mike has worked on the Independence Trail, the BWXT Expansion, CMC's new micro mill, Crocker/ Clemens/I-90 Roadway Improvements, the new Riddell manufacturing facility, and improvements to Crocker/Bassett Roads, to name a few.

In addition to his civil design responsibilties, Mike stepped up to be our Survey Coordinator when the Structural/Civil/Survey departments merged.

"Mike established himself as a real leader in the company when he stepped up into the position of Survey Coordinator when the Structural Department was merged with the Civil and Survey/Scanning Department," said Department Manager Dave Ferencik. "In addition to his normal duties he took over responsibility of coordinating the field crews, juggling the needs of multiple client contractors and producing our survey proposals."

Mike holds a Bachelor's Degree in Civil Engineering Technology from Bowling Green State University and has nearly 30 years' total experience.

MATT BENOVIC PASSES CALIFORNIA STATE-SPECIFIC SEISMIC AND SURVEY EXAMS

R.E. Warner congratulates Senior Project Manager Matt Benovic for passing the California state-specific seismic and survey exams to become a licensed Civil Engineer in the state of California.

These two exams, each with 55 questions in 2.5 hours are a requirement beyond the NCEES PE exams in the state of California.

Matt pursues continual professional development. He earned his PE and LEED AP certifications and is a licensed Structural Engineer, signifying proficiency in structural design as regulated by rigorous government/professional association design codes. Matt also is certified to conduct post-disaster building/ infrastructure assessments through California's Office of Emergency Services Safety Assessment Training Program.

NEW TEAM MEMBERS

R.E. Warner welcomes the following new team members, adding to the experience and capabilities of our growing organization.

CHUCK SINITO // ACCOUNTING DIRECTOR

Chuck has 20 years of accounting experience in manufacturing and engineering. Prior to joining R.E. Warner, Chuck worked as a Sr. Staff Accountant at Arrow International, the world's largest manufacturer of charitable and social gaming products. Before that, he worked at another engineering firm where he held various positions within the accounting department. We look forward to leveraging his past experience to drive process improvements and strengthen our accounting team.

Chuck graduated from Baldwin-Wallace University with a B.A. in Business Administration and also has an MBA from Cleveland State University.

CLINTON WILBER // PROJECT ARCHITECT

Clinton has over 20 years of experience including all phases of the architectural design process. His experience further includes site planning and analysis, feasibility studies, programming, interior design, creating and managing design standards and libraries, project management, quality assurance, code review, design challenge resolution, value engineering, client relationship management, collaboration with other building disciplines/consultants, RFP pursuits, and presentations to municipal authorities. Clinton is also extremely well versed in the International Building Code and able to navigate individual, local, municipal codes and Zoning Ordinances. In addition, he has extensive knowledge of federal ADAAG and ANSI accessibility requirements, as well as California, Texas Accessibility Standards and Canadian Barrier Free regulations. He is proficient in AutoCAD and is an AutoCAD Certified Professional

NICHOLAS BRUENING // ELECTRICAL ENGINEER

Nicholas is a recent Cleveland State University graduate with a BS in Electrical Engineering. For the last three years, he has worked as a Test Engineer (Intern) at Parker Hannafin in Mentor. His experience there has included developing work instructions for quality and test procedures for electronic cooling enclosures; troubleshooting power, voltage and current measurements in cooling enclosures; testing, identifying and troubleshooting problems in various products and data collection equipment; composing reports; and training assembly technicians in order to complete testing procedures. His technical skills include schematic analysis, Pspice, MATLAB, and 3D design.

JARED THORNTON // ELECTRICAL ENGINEER

Jared recently graduated with a BS in Electrical Engineering from the University of Cincinnati. During his last two years of college, he completed a Co-Op at SHP, where he designed electrical systems for design development and construction document phases, consisting of power, lighting, and fire alarms. His software skills include Autodesk Revit, Visual Lighting 2017, C#, VB, C++, Java, HTML5, CSS, RSlogix/ Studio 5000, AutoCAD, MATLAB.

JUSTIN MONTANARO // ELECTRICAL ENGINEER

Justin recently graduated with a BS in Electrical Engineering from Cleveland State University. His coursework included Electromech Energy Conversion, Electromagnetics, Control Systems, Digital Systems, Circuits, Electronics/Power Electronics, Embedded Systems, Machine Learning, and PLC (Allen Bradley). His software skills include Pspice, Matlab, SQL Server 12', C#/C++ and Javascript.

OUR MISSION IS TO PROVIDE TECHNICAL SOLUTIONS THROUGH TEAMWORK AND A PASSION FOR SERVICE.

Since our founding in 1951, R.E. Warner & Associates, Inc. has experienced steady and continuous growth. Building on our traditional strengths and values, we have entered into new fields only when it is consistent with the basic mission of our company. Today, R.E. Warner is a full service, multi-discipline consulting firm serving both public and private clients.

We call ourselves multi-discipline because we offer professional services in civil, structural, mechanical, electrical and process engineering; architecture and planning; surveying; and environmental science and engineering.

Our impressive list of clients includes many of our nation's largest steel, automotive and chemical producers, electric power companies, health and educational facilities, and various agencies of the federal, state and local governments.

R.E. Warner's mission is to provide technical solutions through teamwork and a passion for service. Our areas of practice include buildings and facilities, industrial operations and process engineering, infrastructure, transportation, energy management, surveying, environmental and construction services.

In order to fulfill our mission to our clients, R.E. Warner consistently recruits, hires and retains the leaders in our profession. In recognition of our great workplace, R.E. Warner has been named a multi-year winner of the NorthCoast 99 Award, presented annually by the Employers Resource Council to the top 99 companies to work for in Northeast, Ohio.

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