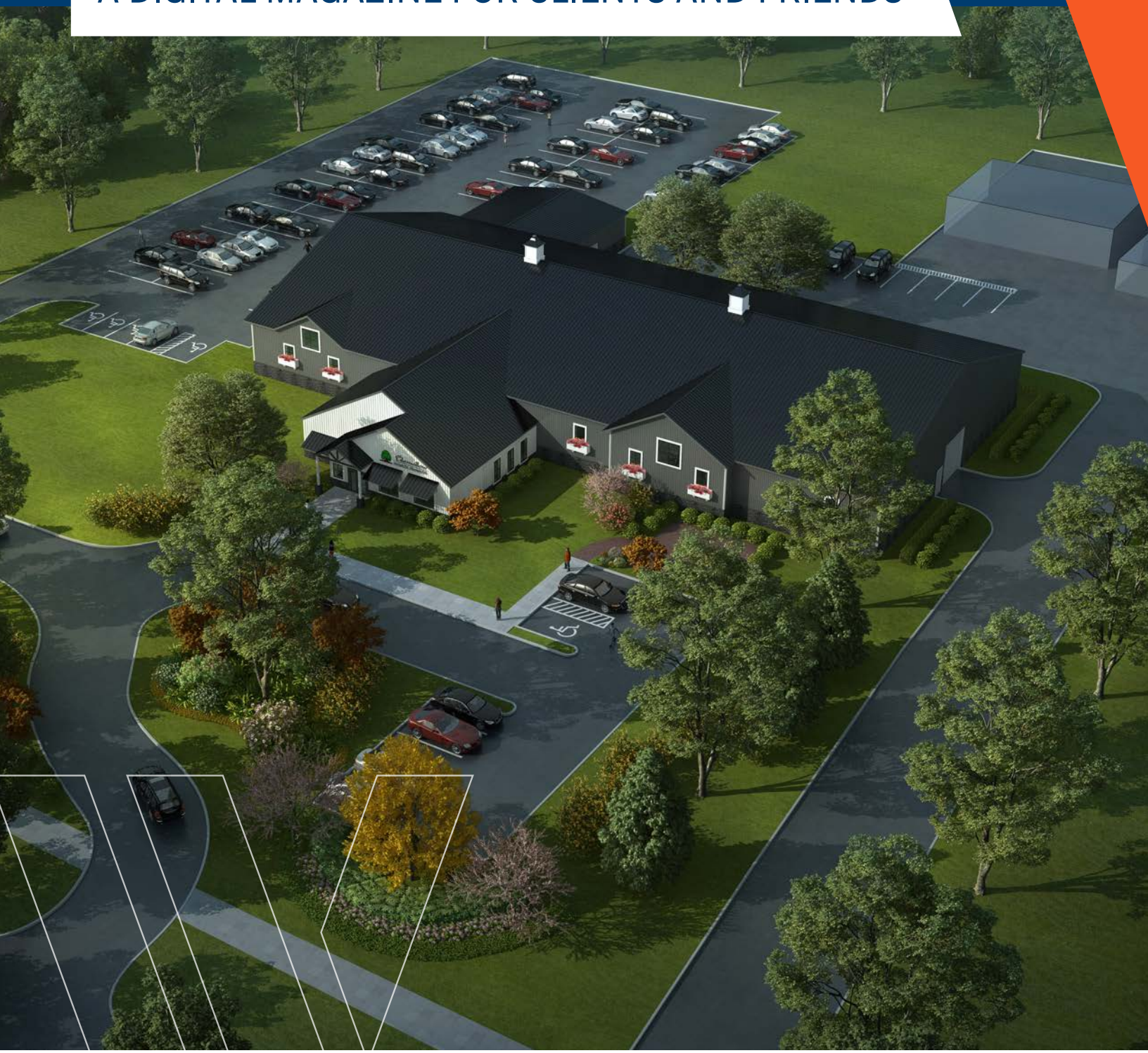
EXCELLENCE BY DESIGN

A DIGITAL MAGAZINE FOR CLIENTS AND FRIENDS



SEPTEMBER 2021

TABLE OF CONTENTS

4 What We're Working On

8 Team Celebrations

10 Welcome

14 Perspectives & Insights

16 Celebrating 70 Years!

38 Noteworthy

ON THE COVER:
REW has had a busy year with many new construction project across our municipal and industrial markets, including a new service complex for the Village of Glenwillow.

PRESIDENT'S MESSAGE

BY TED BELTAVSKI, PE, MS

Dear Colleagues,

I hope this latest edition of Excellence by Design finds you well! Here at R.E. Warner, we have been having a busy year. We are pleased to share that we have been growing, and have added over two dozen new staff members in the last year. We are also honored to have been awarded several major new projects, including a new construction rebar mill, a new municipal service complex, and major expansions at several of our manufacturing clients. Our clients' on-going maintenance and improvements projects, especially in the power sector, are keeping us busy as well.

This year is also a big one for us because we are celebrating 70 years in business! As you'll see on pages 16–37, times sure have changed in our industry; however, the spirit and values of our founder, Robert E. Warner, have stuck around in a profound way. These include our commitments to dedicated service and quality work – and, as we heard in a recent client survey, our team still exemplifies these values day in and day out. That brings me to another exciting development this year. You may have noticed our marketing and communications materials look a little different – we've rebranded! Yet the foundation of our new look and messaging rests on those fundamental values instilled seven decades ago. You can read more about how our updated brand came to be on pages 16–17.

Finally, I would be remiss if I did not touch on the COVID-19 Pandemic. While we are glad we have been able to maintain smooth and effective operations this year and keep everyone safe and healthy by following the proper health protocols, we know the Delta variant is throwing a wrench into the ability to fully return to normal. On that note, just know that all of us here hope our clients, colleagues and friends are staying well.

Sincerely,

Ted A. Beltavski, PE, MS
President

WHAT WE'RE WORKING ON

Select featured projects across our markets

METALS

NEW MICRO MILL

R.E. Warner was selected as the engineering firm for the design and construction of a new Micro Mill that will produce reinforcing bars. In addition to the process buildings and equipment, REW will provide delegated design engineering for stand-alone ancillary buildings.

ELECTRICAL INFRASTRUCTURE UPGRADE

A client is planning an upgrade of their existing electrical infrastructure as a result of reliability problems. REW is performing a detailed study to identify all components of the project and develop preliminary costs, including developing a list of electrical equipment that will be replaced and capacity needs going forward and developing preliminary layouts and costs.

COIL EDGE TRIM LINE ALIGNMENT SURVEY/STUDY

REW is providing 3D laser tracking for equipment alignment in a metal processing plant. The client is experiencing misalignment with a new edge trim line that was recently installed resulting in quality control issues. REW has been retained to provide a third-party alignment survey for verification of the contractor's survey results and also to establish monumentation for future alignment surveys.

COMPRESSED GAS PIPING REROUTE

REW is providing engineering services to support a steel maker's re-route of its compressed gas piping from its tank farm to melt shop building. Our scope includes: topographic survey; preparation of design drawings, details and specifications for the installation of new nitrogen, oxygen and argon pipes from storage tanks to connection points in the melt shop; design drawings, details and specifications for the installation of new pipe supports, including foundations, and the modification of existing pipe supports; bid documents development.

ROADWAY IMPROVEMENTS INVESTIGATION

We are working with a client to provide preliminary engineering services investigating options for improving an access road and sidewalk by one of its buildings. The existing road and sidewalk cause drainage issues and are generally deteriorating. Our scope of work includes a topographic survey, developing options to direct drainage away from the building, developing options for pavement improvements, and preparing preliminary layouts and sections for proposed options.

POWER

SUBSTATION LINE EXIT UPGRADE

REW is providing engineering services for the upgrade of substation line exit. Our scope of work includes: removal of two relay line panels; installation of two relay and control panels; replacement of 138 kV line surge arresters, line 138kV CCTVs (including structural stands and new foundations), replacement of a 145kV line circuit breaker, and replacement of 138 kV breaker disconnect switches.

VOLTAGE REGULATOR IMPROVEMENTS

Our team is providing engineering services for substation voltage regulator improvements. The project involves the removal of bus regulators and associated regulator bypass switches, installation of new regulators with bypass switches and connection to SCADA systems, and the replacement of surge arrestors. It also includes the design of associated steel supports, foundations and fencing relocation, as well as a revision of the existing SPCC plan.

TRANSFORMER REPLACEMENT

REW is providing engineering services for the replacement of a transformer 138kV MOAB SW (848-A-81). Our work also include replacing conduits and fittings, replacing conducters, and adding new section and plan views as needed.

MANUFACTURING

SITE PLANNING & STORMWATER ANALYSIS

REW is providing civil engineering site planning and storm water analysis in support of a new building project at a packaging manufacturer in Lordstown, Ohio. Our scope of work includes providing site layout drawings and stormwater run-off calculations as related to anticipated site improvements including new structures.

NEW ENGINE LINE

REW was contracted to provide structural, mechanical, and electrical engineering services for demo of an existing and installation of a new engine line at an automaker's Northeast Ohio Plant as the result of equipment being relocated from a different plant. Our team is also providing 3D scanning of the project area to capture the utilities above the lower beam of the trusses and a general layout to show where utility tie in locations are within the facility.

CHEMICAL PROCESS

NEW COATING LINE

REW is providing engineering services for the addition of a new coating line and building at a chemical process plant. Our scope of work includes design for process arrangement, civil, structural and M/E/P engineering, architecture, surveying and construction administration. In addition to installing the new coating line, the project also includes the installation of a new regenerative thermal oxidizer, a new transformer and switchgear in an e-house, and expanding an existing tank farm.

NEW RAW MATERIAL PIPING

REW is providing drawings and ISO for construction of ten (10) two-inch raw material pipes that will be routed from within a chemical process client's plant building to outside tanks. Specifically, our work includes providing engineering design and drawings showing new pipe elevations and route with dimensions, as well as providing engineering drawings showing in isometric all new pipes with connections to specific tanks plus schedule and size of all new piping and connections.

GOVERNMENT

NEW MUNICIPAL COMPLEX

Our team is providing architectural services for the Village of Glenwillow to plan and design a new Municipal Complex, including Service Garage, Administrative Office Building, and Community Building. Services include architectural drawings and services from design development through construction and project close-out. Associated Structural, Mechanical, and Electrical Engineering Services are also being provided.

VARIOUS IMPROVEMENTS AT AMHA FACILITIES

REW has been providing multi-discipline design and engineering for a variety of improvements at multiple Akron Metropolitan Housing Authority facilities in conjunction with our on-call contract. Our recent work has included: Fire Alarm Upgrade - replacing the existing control panel, smoke, and heat detectors, pull stations, and annunciation appliances; a Parking Lot Expansion to increase the number of parking spaces at an apartment building; Exterior Improvements at an apartment building including investigating the condition of the exterior facades and proposing options for repairs/restoration; and Two roof replacements.

BUILDING ASSESSMENTS FOR THE CITY OF CLEVELAND

We are providing multiple building assessments for the City of Cleveland involving the investigation of the entirety of the buildings' interiors, roofs and equipment. We also assisted with the City's office renovations to bring staff back to the office with COVID-19 precautions in place. We are continuing to provide A/E services for improvements at the following pool facilities: Gunning Rec Center, Luke Easter Park, Forest Hill Park, and Zone Rec Center. Finally, we are providing engineering services for storm water upgrades at Fire Station 23.

COMMERCIAL & INSTITUTIONAL

TAYLORED CONSTRUCTION NEW SHOP BUILDING

We provided architectural, civil, structural, mechanical and electrical drawings and specifications to assist Taylored Construction with building a new shop space with adjacent space for a showroom and a tenant. Our scope included the following: Architecture – main floor and mezzanine floor plans, exterior elevations, code review and egress plan, material board for ARB; Civil – grading and utilities plans; Structural – foundation plan; Mechanical – design for two bathrooms and two HVAC systems; Electrical – power and lighting plans and new service identification.

CSI PARKING GARAGE SCANNING & MODELING

REW is providing 3D Scanning of a parking garage in Beachwood, Ohio. To complete the project, we are providing a secure WebShare portal that will host the scans as well as AutoCAD 2D drawings showing various dimensions related to the building columns.

CITY CLUB APARTMENTS SURVEYING SERVICES

REW was contracted to provide construction layout and staking of the new City Club Apartments building in Cleveland. Our work includes confirming coordinate values and elevations of existing monumentation and benchmarks; Establishing site control, benchmarks, and grid lines; Verifications of slab edges prior to pouring each floor; Layout of building foundations, corners and site elements; and Recording and monitoring settlement of shoring, adjacent grades, building core, adjacent buildings, and structure slab edges.

TEAM CELEBRATIONS

Recognizing staff accomplishments & milestone anniversaries

MATT BENOVIC, PE - 10 YEARS

SENIOR PROJECT MANAGER & STRUCTURAL ENGINEER

Please join us in congratulating Matt Benovic on his 10-year anniversary with R.E. Warner. Matt was hired as a Structural Engineer in May 2011. He is currently serving as Senior Project Manager and Structural Engineer for a variety of projects across our industrial markets.

Upon joining the firm, Matt quickly proved himself highly competent in both his technical and project management capabilities. He was assigned to increasingly challenging projects and eventually project management roles. Over the years, Matt has also suggested and worked to implement initiatives to better firm operations and culture, such as the development of the Mentorship Matters program.

In recognition of his outstanding contributions to our firm, Matt was elected a firm shareholder in September 2015 and to the Board of Directors in January 2019. In 2018, he was named a "Top Young Professional" by Engineering News-Record Midwest.

Matt has 12 years of structural engineering, management and field experience. He holds a Master of Science in Civil Engineering from Cleveland State University, a Bachelor of Science in Civil Engineering from Ohio University, and is a registered Professional Engineer and a registered Structural Engineer in the State of Ohio. Matt also recently passed the California state-specific seismic and survey exams to become a licensed Civil Engineer in the state of California. Matt's additional certifications include being a LEED Accredited Professional and a California Office of Emergency Services Safety Assessment Program Evaluator who can assist with assessing buildings and facilities in the aftermath of a disaster.

Matt's professional affiliations include the American Society of Civil Engineers – Cleveland Section Past President, American Institute of Steel Construction and Structural Engineering Institute, Association of Iron and Steel Technology and Structural Engineers Association of Ohio.

Please join us in congratulating Matt on his 10-year anniversary with our company and his many contributions to R.E. Warner!

KAREN RECTOR - 45 YEARS

SENIOR SUBSTATION DESIGNER

It seems like just yesterday we were celebrating Karen's 40-year anniversary at R.E. Warner, and now today, we recognize her for another milestone - 45 years at REW!

Karen was hired as a technician in the Piping Department on June 7, 1976. Over the years, she has built up a wealth of experience in the layout and design of electrical, process and utility piping systems, primarily for heavy industrial facilities. Recently, she has been serving as Senior Substation Designer responsible for creating standard substation engineering design including design of steel structures, foundations, clearances, layout drawings, grounding, oil containment, lightning protection, schematics, and wiring diagrams. She also prepares bills-of-material for the development of material lists and reviews NESC clearance requirements and manufacturing drawings for compliance with specifications.

Prior to transitioning to our electrical team, Karen served as Lead Piping Designer for steel mills and foundries, chemical and petrochemical plants, automotive and manufacturing complexes, water and wastewater treatment facilities.

Karen is well respected by our team for her strong technical skills in preparing design and layouts for preparation of engineering and construction drawings and bill of materials. In addition, her dedication as a member of our team is unmatched.

OUR NEWEST PE

BILL VASKO, PE

Civil Engineer Bill Vasko has successfully completed the State of Ohio's PE Exam to become a licensed engineer.

Bill holds a B.S. in Civil Engineering from the University of Akron. His experience includes site design, stormwater management, roadway inspection, and construction management. He has worked on most of our major recent projects, including a new rolling mill facility, an auto manufacturer's expansion, the new Cuyahoga-Independence Trail, and Cuyahoga Community College's Metropolitan Campus plaza renovation.

JEN KALIN NAMED DIR. OF BUSINESS DEVELOPMENT

We are pleased to announce that Senior Project Manager and Architect Jen Kalin, RA, NCARB, LEEP AP has been tapped to lead our team's business development efforts.

Jen joined REW in 2008. Over the course of her tenure with the firm, she has grown from being a valued individual contributor, to being elected a shareholder, to managing projects, to managing the architectural department and serving as part of our management team. Jen's commitment to excellence in her work, her dedication to clients, and her personable demeanor make her a natural and effective leader and outstanding client liaison. In addition, her superior organizational and communication skills make her an excellent manager of projects and staff. She has already helped to grow our client base in her role as a Senior Project Manager and we are confident that she will excel at leading further growth in taking on the role of Director of Business Development.

WELCOME!

Say hello to our newest team members

SURVEY DEPARTMENT

JOE ZACHARUK - SURVEY CREW CHIEF

Joe Zacharuk joins REW as a survey crew chief. He has survey experience in calculations and residential staking, including lot layout and house location per plot plan. His experience includes setting grade stakes, foundation and final surveys, topographic surveys, ALTA surveys, boundary surveys, and staking for utilities using Trimble robotic and GPS instruments. Field-to-office experience includes uploading coordinate files to and from a data collector. He is proficient in using AutoCAD, MicroSurvey, SurvCAD, and Civil 3D 2018 to draw topographic surveys and plot plans for construction layout.

CIVIL DEPARTMENT

BRUCE BITTNER - CIVIL ENGINEER

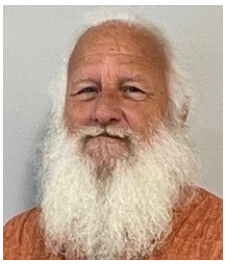
Bruce Bittner rejoins our Civil Engineering Department as a Civil Engineer. Bruce has over 25 years of experience and is a licensed Professional Engineer and also a Certified Professional in Sedimentation and Erosion Control.

STRUCTURAL DEPARTMENT

SAM MORELLA - STRUCTURAL ENGINEER

Sam Morella joins REW as a structural engineer. He has over 40 years of experience as a structural engineer. He has worked at several different consulting firms in Northeast Ohio, including previously at R.E. Warner in 2011. His portfolio includes a wide variety of projects across multiple industrial sectors, including automotive, chemical, steel and power.

STEVE JAREMKO - SENIOR STRUCTURAL DESIGNER



Steve Jaremko rejoins R.E. Warner as a Senior Structural Designer. He has over 40 years of experience including in field investigation, design layout and detailing, and construction management processes for recreational, government, commercial, industrial and research facilities. His areas of expertise are structural steel, foundations and reinforced concrete design.

JOE TOROK, EIT - STRUCTURAL ENGINEER

Joseph Torok, E.I.T. joins REW as a structural engineer. He is a 2018 graduate of The Ohio State University with a Bachelor's Degree in Civil Engineering. His experience includes producing structural plans for light-frame, steel, masonry, and cold form constructed low-rise buildings, designing lateral resisting systems for wind and seismic loading, and designing moment resisting foundations, helical pile caps, grade beams, retaining walls, metal buildings. He has also organized and performed calculation packages for delegated stair design and delegated connection design items for steel fabricators.

ARCHITECTURAL DEPARTMENT

STEPHEN RUFE - ARCHITECT

Steve Rufe rejoins us as an Architect. He has more than 40 years of design and construction administration experience involving industrial facilities, office and administration buildings, schools and colleges, laboratory and research facilities, multi-family apartment buildings. He has served as Design Architect, Project Manager and Construction Representative on a wide range of major and significant building projects. Steve holds a Bachelor of Architecture degree from Kent State University, is a Registered Architect in the states of Ohio and Pennsylvania, and a member of the National Council of Architectural Registration Boards

MECHANICAL DEPARTMENT

MARI ELIAS - MECHANICAL ENGINEER

Mari Elias joins us as a Mechanical Engineer. She is a recent graduate of Cleveland State University with a B.S. in Mechanical Engineering. Her internship experience included designing HVAC systems in AutoCAD and Revit. She also has project experience working with 3D modeling using SolidWorks and ANSYS SpaceClaim. In addition, she has experience with CFD analysis using ANSYS SpaceClaim.

ELECTRICAL DEPARTMENT

RICHARD HOGLUND - ELECTRICAL ENGINEER

Richard Hoglund joins REW as an electrical engineer in our Substation Department. He has over 47 years of experience as an electrical engineer working on projects in the power industry. Most recently he has been working at a consulting firm as a project engineer responsible for substation projects for FirstEnergy Corp. including power transformer replacements, power circuit breaker replacements, capacitor bank installations, relay and control panel replacements, and various other types of equipment installations and replacements. Richard is an alumnus of Purdue University with a Bachelor's of Science in Electrical Engineering.

DAVID JEFFREY - ELECTRICAL DESIGNER

David Jeffrey joins REW as an Electrical Designer in our substation group. He has over 13 years of experience in electrical engineering design related to substation projects. In his previous position, his responsibilities included overseeing design work for FirstEnergy substation projects; developing schematic and detailed wiring diagrams, layout drawings and all associated documents; designed and supplied drawings for a variety of equipment; checking conformance to client standards; among many other tasks related to substation projects.

KEVIN KOCH - ELECTRICAL DESIGNER

Kevin Koch joins REW as an Electrical Designer in our substation group. Kevin is a 2015 graduate of The University of Akron with a Bachelor's degree in Electrical Engineering. He has experience and training in substation design, arc flash analysis, electronics design, development, consulting, and manufacturing. In his previous position, his role involved developing schematics, one-line diagrams, wiring diagrams, physical layout drawings, and other design documents in accordance with industry and client standards for a variety of substation projects. He also managed materials procurement, performed QA/QC checks, prepared estimates and attended site walkdowns, and performed arc flash, load flow and coordination studies for heavy industry clients.

LOGAN MANDELIK - ELECTRICAL DESIGNER

Logan Mandelik joins REW as an Electrical Engineer in our TLL Group. He is a 2019 graduate of Cleveland State University with a B.S. in Electrical Engineering. He joins us from a plastic fabrication company where he has been working as an Electrical Assembler/Engineer. While there, his responsibilities included wiring the electrical control systems, developing CAD drawings for the electrical systems, and programming the control systems.

KAN NIN HUNG - ELECTRICAL DESIGNER

Kan Nin Hung joins REW as an Electrical Designer. He has 13 years of drafting experience across multiple disciplines, particularly electrical. His experience includes developing and revising electrical plans and sections, panel layouts, foundation layouts, conduit layouts, one line, schematics and detail wiring diagrams for local utilities. In addition he has worked with electrical and structural engineers to complete projects including SCADA RTU replacements, installing/replacing breakers and reclosers. He has an in-depth knowledge of AutoCAD, plus Architectural Desktop and Raster Design and has also utilized Autodesk Inventor, SolidWorks, DWGeditor, DWG TrueView and CAD Overlay. In addition to electrical drafting experience, he also has experience with architectural and structural drafting.

PAUL ROMAN - ELECTRICAL DESIGNER

Paul Roman joins REW as an Electrical Designer primarily working with the substation group. He has worked as an AutoCAD drafter for nearly 20 years, primarily in electrical engineering. He has experience drawing and revising electrical substation plans, creating Bill of Materials, and printing the final plot of substations. He is proficient with AutoCAD and Raster Design.

ADMINISTRATION DEPARTMENT

SUSAN CRAWFORD - DIRECTOR OF HUMAN RESOURCES

Sue Crawford joins us as Director of Human Resources. Sue has 28 years of experience working in human resources management and coaching in corporate and consulting environments. She was previously part of the R.E. Warner team from 2000-2006 and has since worked at several companies in the area, from small to national in size, in a variety of sectors. Sue has a wide breadth of experience across all HR functions including recruitment, onboarding, employee engagement, performance management, training and development, health and wellness, employee benefits and compensation, leadership development, succession planning, change management, and strategic planning. She has a Master's Degree in Organizational Management and has earned the SPHR (Senior Professional in Human Resources) and SHRM Senior Certified Professional certifications.

PERSPECTIVES & INSIGHTS

RECOGNIZING & DEVELOPING FUTURE LEADERS

Be deliberate in identifying those who have the potential to grow into leadership roles, and help them develop the skill sets they need to be successful as future managers.

This column originally appeared in The Zweig Letter

Our firm is celebrating its 70th anniversary in 2021. Over the years, we've had discussions with colleagues who ask the secret to our longevity – how we've managed to continue on through multiple generations of leaders. There are multiple factors, of course, but one of the crucial components has been the ability to recognize and develop staff members who will be our future firm leaders.

We believe the success of any firm rides on the ability of the people at the top to effectively lead and manage. That's why we are very deliberate in identifying those who have the potential to grow into leadership roles, and helping them develop the skill sets to be successful as future managers.

Here are a few of the traits we look for:

Energy
Our future leaders are self-motivated to do better as individuals and for our firm to do better as a company. They take action toward those goals.

Technical excellence
These individuals are proficient and up-to-date in their discipline. They consistently and efficiently produce high quality work.

People skills
The ability to work well with others is highly important

> "When considering team members for future leadership, we look for 'The Four Es' - **Energy**, the ability to **Energize** others, the ability to consistently **Execute** and the ability to give us a competitive **Edge**."

as a leader and manager. We take note of those who communicate clearly and effectively, who are team players, who can build relationships, and are generally strong in the so-called "soft" skills.

Share our values

They uphold our company culture. This will differ from firm to firm, but for us, we value providing excellent customer service, doing things right, striving for improvement, and work/life balance.

In our firm, once we have identified future leaders, we help them grow. We assign them to challenging projects, helping them grow technically and interpersonally, as sometimes the challenge is collaborating effectively with others. We also solicit, encourage, and support their plans for professional development and ideas to improve our firm.

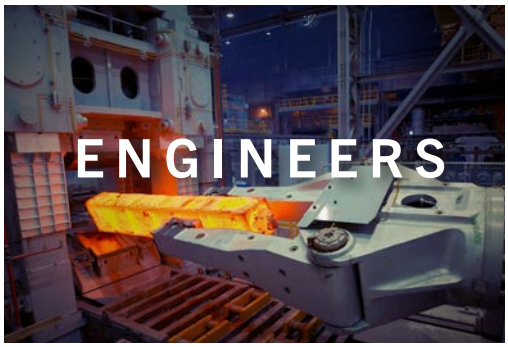
We also enroll these individuals in a leadership coaching program that aims to provide information and tools that give participants the ability to be successful and grow both personally and professionally.

This careful and deliberate approach to cultivating future firm leaders has served us well over the years and has seen us through multiple successful leadership transitions. It is a continual process, and it is exciting and rewarding to watch these team members advance in their careers and propel our firm's success.

Written by Frank Johnson, PE, Chief Operation Officer and Vice President.

CELEBRATING 70 YEARS!

A refreshed brand is the highlight of our anniversary celebration



R.E. Warner turns 70 this year! You'll find reprints of previous anniversary celebration newsletters on the following pages highlighting the history and milestones of our firm, but first, we're thrilled to unveil an updated brand!

Our rebranding journey began in 2020. Heading into the new decade, we had been realizing for several years that our firm's brand needed a refresh to better tell our story and reflect who we are as a firm today.

After requesting referrals from colleagues at other consulting firms and conducting a search, we selected ThunderTech as our marketing partner to lead us through this effort.

The process involved a deep discovery phase, gathering information about our firm's strengths, values, and perceptions through client surveys and stakeholder interviews. The goal was to identify the traits that differentiate us and constitute essence of who we are. This data served as the foundation upon which we developed new messaging, a new look and a new logo.

Several key themes became apparent as we looked at the responses to our client survey and stakeholder interviews. Over and over again, we heard that our team is down-to-earth, responsive, easy to work with, delivers quality work and provides superior customer service. This feedback provided the pillars for our brand messaging platform.

For the logo and graphic identity, the goal was to create a look that projects a contemporary, professional, energetic and friendly image. The stylization of the letters in our logo and brand color palette does just that. As brochures and other collateral were developed, the visual identity was fleshed out with typography and graphic design elements that further build out our refreshed image. As an element of personalization, the W in the REW portion of the updated logo, which is offset in a different color as a nod to our firm's history of our name being shortened to "Warner," is a featured graphic element.

We have received great feedback and couldn't be more pleased with how our updated branding turned out! It better conveys our values, our expertise, and our responsive, professional culture.

R. E. WARNER

ENGINEERS | ARCHITECTS | SURVEYORS

FIRM OVERVIEW

R.E. Warner keeps you running. We know you play a crucial role in the fabric of modern society, and we provide multi-discipline engineering, architecture, and surveying services to ensure your continued operation and success. With decades of experience developing facilities and infrastructure that are home to the essential products and services of the modern world, our professionals are ready to work alongside your team to achieve your objectives.

Our values - experience, trust, value, quality, respect and responsiveness – are at the core of our success and ultimately your success. Whether you're in the manufacturing, chemical, commercial, government, metal production or power sector, your enterprise is critical, and REW is ready to collaborate. Let's get started!

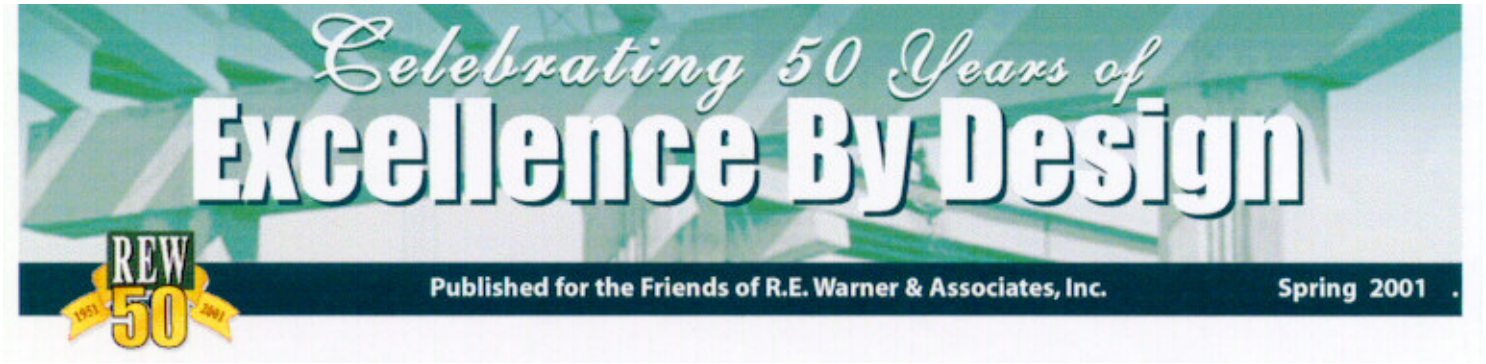
WHY R.E. WARNER

We know your industry and we know it's essential to keep society moving. Whether you're in the industrial, government or commercial sector, your operation is critical, and we're ready to work together.

R.E. Warner is a proven partner for engineering, architecture and surveying, and our team members are all focused on what's most important: completing your project with the utmost quality and professionalism, delivered on time, within budget and, of course, with the end user in mind.

We believe that relationships start well before design begins and go far beyond project completion. Whether it's surveying for a new project, completing on-call task orders, coordinating with designers for a renovation, or starting an entire project from scratch, we're unwavering on accomplishing your present goals while simultaneously laying the foundation for your future growth.

Our 70-plus-year reputation as a group that values people and relationships precedes us. It's the core of everything we believe in: experience, trust, value, quality, respect and responsiveness.



The year 2001 is a year of celebration for R.E. Warner & Associates, Inc., our employees, clients, and friends. We are 50 years old! The upcoming year will be filled with special events and even a few surprises that celebrate this momentous occasion for our firm.

Back in 1951, Robert E. Warner was a man with a great vision: to build a premier engineering firm that would span generations. That he did. He formed Warner Engineering Company, with offices on the fourth floor of the Broadway Building in downtown, Lorain. For about a year, he was the firm's only employee. But in ten years, his staff grew to 30 employees. Now in 2001, R.E. Warner & Associates, Inc. has more than 120 employees and we are one of the region's leading engineering firms—and proud to have hanging on our walls logos of the many prestigious clients we have been associated with over the years.

During the past 50 years, R.E. Warner & Associates, Inc. has attained the continued respect and confidence of these clients for one single reason. It is the attitude Bob Warner instilled on his associates toward their work and the customer. It has been passed on from generation to generation. It could be termed a corporate philosophy, a mind set, or a company spirit. This positive attitude has been evident throughout the history of our organization, resulting in an unswerving dedication to the client.

We hope you enjoy reading these pages that celebrates the legacy of Robert E. Warner and the history of our firm. We look forward to having you be a part of our year long celebration.

Sincerely,

David W. Sminchak
President and
Chief Executive Officer
R.E. Warner & Associates, Inc.

A Look at Robert E. Warner

Robert E. Warner was born in New Castle, Pennsylvania on (birthdate). He graduated from Penn State University with a degree in architectural engineering in 1932. At the time, people weren't worried about careers but simply how they were going to put food on the table. Because Bob Warner had a degree, he qualified for his first job as a social caseworker. His job was screening people who applied for food, clothing, and relief.

Three years later in 1935, he found a job in his own profession of engineering. He was hired as a draftsman at the W.B. Pollock Co. in Youngstown, Ohio. The firm designed and built blast furnace, ladle handling and other steel making and processing equipment. Mr. Warner decided to leave W.B. Pollock in 1945 to work in Lorain at National Tube as an assistant project engineer on the coke plant expansion. When the project was

Continued on page 2

vision

"Engineering is the art that translates a scientist's facts and data into something real that will do what he wants. And it is the engineer who decides what it is made of and how it is put together. Once that is done, you can stand around and watch it take shape."

Robert E. Warner
1969

Robert E. Warner
Continued from page 1

complete, Bob Warner decided to start building—from the ground up—one of the most successful engineering firms in the Midwest. Despite his physical disabilities with arthritis, employees said he was a very personable man who achieved great success in business and respect throughout his community.

Bob Warner always had a finger on the pulse of the engineering trends of his day—and he could always predict upcoming trends. In the fifties and sixties, mechanical, electrical and civil engineering kept the firm quite busy. Entering the seventies, Mr. Warner recognized the need for environmental engineering and positioned his firm to become a leader in the field. In 1972, Bob Warner turned over the reigns to long-time friend and partner, Jack Ochse.

Throughout his life, Bob Warner was known as a great thinker. In fact, he belonged to the "Amateur Philosophy Club" of Vermilion. Meeting once every two weeks, discussions with members included politics, work, current events, and religion. He also had a deep love for Vermilion. Before moving to Florida in 1983, Mr. Warner lived in the Lagoons of Vermilion where he was a trustee of the Lagoons Association and a member of the Amateur Philosophy Club. He was a part of the group that started the Vermilion Boat Club. He was also active in the United Church of Christ in Vermilion.

On December 20, 1987, Mr. Warner, age 78, died of a heart attack in Florida. A service was held in Florida and a memorial service was held the following spring in Vermilion.

The Beginnings: 1951-1959

If you took a stroll down the main streets of downtown Lorain, Ohio in the early 1950's, you would find the center of Lorain's activity—the bus station, the main gas station, the town's finest restaurants, and of course, the historical Broadway Building.

The Broadway Building dominated the main intersection of downtown Lorain, Ohio. It was home to lawyers, doctors, dentists, the Internal Revenue Service, the Draft Board, the Social Security Office, the Unemployment Bureau, and the Chamber of Commerce. It was the perfect place for Robert E. Warner to call home for his newly-created engineering firm.

Warner Engineering Company was organized in 1951 with offices on the 4th floor of the Broadway Building. The engineering firm was closely aligned with the steel industry from its beginnings. A former project engineer at National Tube (U.S. Steel's Lorain Works), Bob Warner had no problem landing contracts for major projects at steel-making plants throughout the Midwest.

The firm's first job was for the W.B. Pollock Company, one of Bob Warner's previous employers. What started as a three-month project turned into three years of work for the firm. Warner Engineering's second job was for the Fairless Works of U.S. Steel in Morrisville, Pennsylvania. In no time at all, projects were taking the firm's engineers to Indiana, Michigan and other places around the country.

On Christmas Eve, 1955, Bob Warner, his wife, Gertrude, and their attorney and friend, William Callahan, established R.E. Warner & Associates, a Business Trust. The firm was initially capitalized with $10,000. Bob and Gertrude each owned 250 shares and Callahan owned 10 shares. Bob was, of course, President, Treasurer and Chairman. Gertrude was Vice President and Trustee, and Mr. Callahan was Secretary and Trustee. Although the firm was largely owned by Bob and his wife, careful reading of the original trust agreement confirms that Bob's vision was for more than a family owned firm.

Two months later, on February 24, 1956, R.E. Warner & Associates acquired the contracts and assets of Warner Engineering Company. Reflective of Bob Warner's thoroughness and attention to detail, the list of assets even included the wastebasket and stapler. The firm's client list however, was much more significant. R.E. Warner & Associates assumed contracts from the South Chicago Plant of U.S. Steel, the Indiana Harbor Plant of Youngstown Sheet and Tube, U.S. Gypsum and the Atlas Portland Cement Company.

Like all successful business owners, Bob had an eye for talent. One of his first key hires was Jack Ochse, a civil engineer from Vermilion. Jack's civil engineering experience was the perfect compliment to Bob's heavy industrial background. On April 2, 1958, Gertrude Warner resigned from the company and, recognizing Jack's contribution, the board elected Jack Ochse Vice President and Trustee. On the same day, Jack was named Village Engineer for the City of Vermilion. Even in its early infancy, Bob Warner recognized the importance of client diversification.

history

The Developmental Years: 1960-1969

The decade of the sixties saw the addition of engineering disciplines. With more than 25 employees, R.E. Warner & Associates was off and running toward becoming an influential engineering firm in Lorain, Ohio.

On January 18, 1961, Stanley L. Jameson, a well respected electrical engineer, was added to the team. While complimenting the technical skills of Bob and Jack, Stan also brought with him a handful of clients, including the highly coveted Detroit Steel.

Throughout the sixties, the firm's client list quickly grew to include Colorado Fuel & Iron in Pueblo, Colorado, McLouth Steel in Detroit, and Republic Steel in Cleveland. Major projects in the era included design of a 12-inch Bar Mill for U.S. Steel in Lorain, design of a Tube Mill for Republic Steel in Indiana Harbor, and electrical design of a Bar Mill for CF&I Steel in Pueblo, Colorado.

Recognizing their contribution to the growth of the firm, the board elected Stan Jameson 2nd Vice President and elevated Jack Ochse to 1st Vice President on January 17, 1962. A year later, Stan was elected a trustee. Three years later, sensing the need for broader input into the firm's management, the firm added Carl Schluederberg and Norman Franks to the Board of Trustees in April 1965. Serving as outside board members, these business acquaintances of Bob Warner were paid $50 per meeting.

The year of 1965 was dominated by the firm's attempt to merge with R.J. Shafer, a Youngstown engineering firm. Those merger attempts finally broke off on November 11, 1965.

In July 1966, the company agreed to move its offices from the Broadway Building to the Engineer's Building located at 2130 West Park Drive in Lorain. The initial lease was for $3.50/square foot annually. The new location was chosen because it provided easier access to the highways.

Consistent with Bob Warner's philosophy to share the ownership of the company he formed, the Board elected employees Walter Fedoriw, Bill Skellenger and Ray Radde Trustees on December 19, 1967. At the same time, Joe O'Brien, Jack Keysper, J.P. Fabanich, Carl Pennebaker, and Sergey Podwalny were named the firm's first associates.

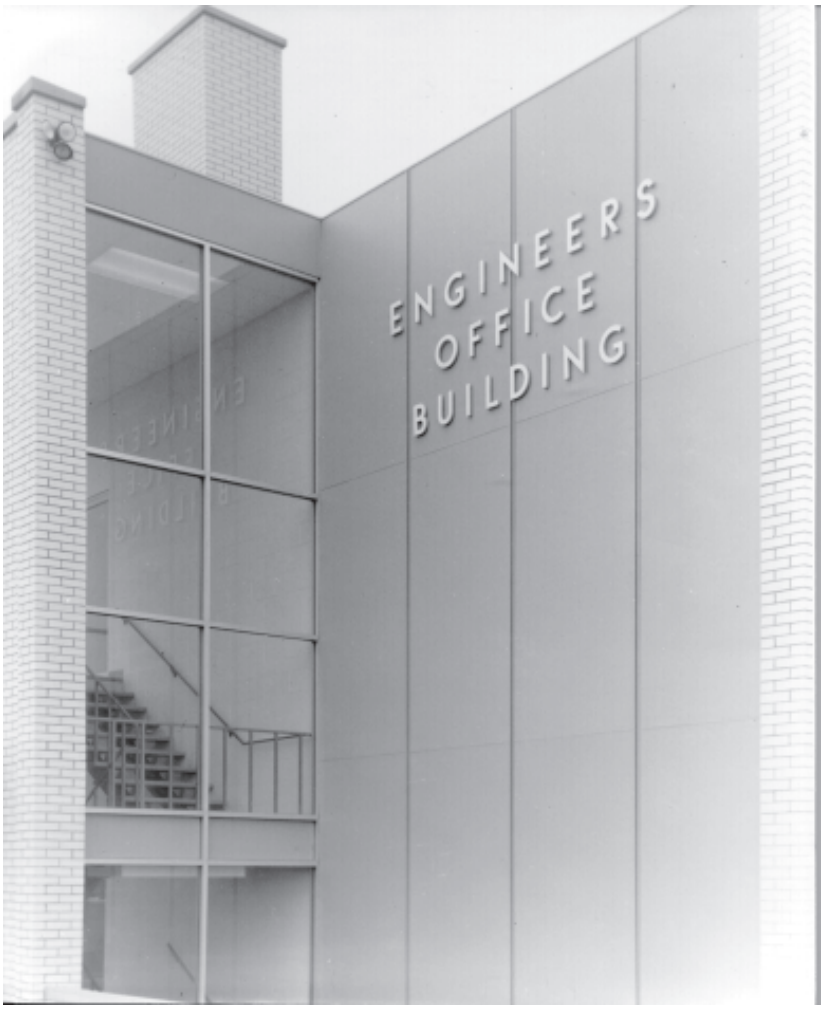
Bob Warner's open style of management was demonstrated on February 21, 1968 when the first associates meeting was held. The purpose of these meetings was to discuss management problems and submit suggestions to the President. These meetings continued on the second Monday of alternate months.

excellence

dedication

On July 17, 1968, R.E. Warner & Associates entered the computer age by issuing their first computerized payroll.

It wasn't all work at R.E. Warner & Associates. Employees started the company's first bowling team. The Wakefield Brass name was on the team's bowling shirts since Bob Warner disapproved of an engineering company sponsoring a bowling league. (At the time, R.E. Warner & Associates was doing work for Wakefield Brass at the GM Styling Studio in Detroit.)



5

A New Presidency: 1970-1979

Construction engineering for iron and steel facilities was quite slow until the last quarter of 1970, so Bob Warner had high hopes that beginning a new environmental division would diversify and grow his company. In April 1970, Bob Warner lured Vincent P. Traina from the Chicago Bridge & Iron Company to head R.E. Warner & Associates' newly formed Pollution Control Department. Vince held Bachelor and Master degrees in Sanitary Engineering and had previously worked for Republic Steel—the perfect fit for this engineering firm. Two months later, Vince was elected a trustee. Contracts for environmental projects were received from many existing clients and doors soon opened to other new clients with the need for environmental services.

On July 1, 1972 Bob Warner retired as president of R.E. Warner & Associates due to poor health. Bob remained on the Board of Trustees but he and his wife, Gertrude, moved to Florida. Jack Ochse, Bob's long-time friend and business associate was elevated from 1st Vice President to President.

CF&I Project

On January 1, 1976, Don Klebe and Joe O'Brien were elected Trustees of the firm. Don was an electrical engineer who joined the firm from Stanley Consultants to manage the electrical department. Joe was serving as manager of the structural department. Two years later, Don was named Vice President and Joe was named Secretary and Treasurer.

By the end of the 1970's, the firm had compiled an impressive list of projects, including the engineering of a $76 million Rail Mill Modernization for the Colorado Fuel and Iron Corp. and six wastewater treatment plants in Cleveland for Republic Steel Corp. and U.S. Steel Corp.

Jack was a soft spoken, kind and gentle man with an avid attention to quality. He cared deeply about every one of the employees and spent a great deal of time getting to know each one personally. Under Jack's leadership, the firm became stable and financially strong.

diversification

The Growth Years: 1980-1989

On July 1, 1981, Jack Ochse retired as president but remained on the Board of Trustees. Vince Traina was elected R.E. Warner & Associates third president. Vince was a highly energized individual with a knack for sales and marketing. His vision was to aggressively grow and diversify the firm. This seemed like an enormous challenge at the time since the early 80's were marked by a deep recession, particularly in the steel industry.

With its drawing tables cleared of work once provided by the nation's giant steel makers, the Lorain-based engineering firm started looking for projects elsewhere. Mired in this deep recession, the staff had been reduced to 27 employees working four days a week in July of 1982.

One of Vince's first initiatives was to form a goal committee, essentially the firm's first stab at strategic planning. On April 22, 1982, the goal committee, consisting of the firm's officers, held their first meeting. The first goal: recruit and hire a Business Development Manager.

On July 1, 1982, they found the perfect match. R.E. Warner & Associates hired David W. Sminchak as its first Business Development Manager to help diversify the firm in both public and private sectors. By fall, the firm had reentered the public works market by obtaining a contract from the Lorain County Engineer to design a small bridge on Route 83 over French Creek.

By winter of that same year, the firm was engaged in a hotly contested and often controversial battle for a major sewer design project in Lorain. Finally, after several heated council meetings, a compromise was reached and R.E. Warner & Associates shared the project with Frank A. Thomas & Associates.

In the spring of 1983, CF&I Steel, unhappy with their current consultant's performance, called on R.E. Warner & Associates to complete design of the No. 2 Tube Mill. These two projects lifted R.E. Warner & Associates from the recession and positioned the firm for a period of remarkable growth.

Bridge on Route 83 over French Creek

commitment

In an effort to continue to accelerate growth and diversification, the firm entered into merger negotiations with Lester A. Poggemeyer, a public works engineering firm located in Bowling Green, Ohio. Differences in management styles caused the firm to break off negotiations in November 1983.

As merger talks with Poggemeyer ended, Vince Traina was one of the first to envision that design-build would become a preferred method of project delivery in the future. With this in mind, Vince orchestrated a joint venture with Gibbons-Grable, Suburban Power Piping and WW Clark to serve as a design-builder on future projects. The entity would successfully complete several small design-build projects in the early eighties.

In recognition of his contribution to the firm, the board elected Randy Walton a trustee on May 31, 1984. Randy had joined the firm in May of 1973 from PPG Industries and was currently serving as Electrical Department Manager.

With the lease of the Engineers Building scheduled to run out in early 1987, the firm began to look for a new home. Initial consideration was given to the firm's original home,

The Broadway Building, along with the LRD Building and the Dalton Building—all located in the City of Lorain. For various reasons, none of these buildings were found acceptable. Finally, the firm decided to design and build their own building. Headed by Vince Traina and Bill Skellenger, the search for a site quickly focused on property owned by Mrs. Long on Route 58 in Lorain and an alternate site near Lorain County Community College.

Taking advantage of this design opportunity, the firm hired Kal Kampe, their first registered architect on June 1, 1985. Soon thereafter, R.E. Warner Architects, Inc. was established to practice architecture in the State of Ohio.

R.E. Warner & Associates entered the age of computer-aided drafting on August 30, 1985 with the purchase of a Victor CADD station. Later, Randy Walton would be quoted as saying "CADD won't make an engineer out of a computer specialist. It will make an engineer more productive."

The firm's first approach to Total Quality Management occurred on April 17, 1986 when everyone gathered off-site at German's Villa to review and discuss the firm's quality procedures. Known as Q-Day, several clients participated as moderators and speakers. Don Klebe later reported that Q-Day was well received and many of the recommendations were being implemented.

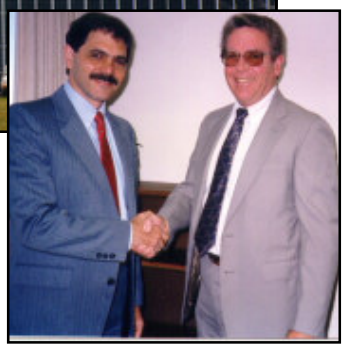
In April 1986, recognizing his contribution to the growth and diversification of the firm, the board elected Dave Sminchak Trustee, Secretary and Treasurer. At the same meeting, the board agreed to lease space across the street at 2135 West Park Drive. This space was used to handle the influx of work from U.S. Steel. Headed by Bob Ramer, the U.S. Steel team later moved to space adjacent to Lorain Country Club.

On June 11, 1986, the firm accepted Vince Traina's recommendation to sign an option to purchase the parcel of land on Route 58 in Lorain from Mrs. Long. It was anticipated that this site would soon be the new home of R.E. Warner & Associates. Kal Kampe worked furiously to complete the design as Vince Traina began arranging financing.

July 17, 1986 could well be considered one of the most significant days in R.E. Warner's history. On this date, one of the firm's largest clients, LTV Steel Company, filed Chapter 11, resulting in severe cash flow problems and immediate cancellation of the firm's plan to build their own building. Assisted by new capital from the shareholders, and loans from the officers, Lorain National Bank, and the Small Business Administration, the firm weathered the storm and soon entered into a period of amazing growth.

Over the next four years, the firm's revenue would grow from $3.2 million in 1986 to $9.5 million in 1990, a nearly 300% increase. During this time, R.E. Warner & Associates was named one of the fastest growing firms in Greater Cleveland and was selected three times to the *Engineering News Record's* list of Top 500 Design firms nationally.

The growth spurt began in the fall of 1986 when R.E. Warner & Associates was advised by a *Lorain Journal* reporter that a press release had been prematurely issued announcing that R.E. Warner & Associates, in joint venture with the Osborn Engineering Company and Clyde, Pardee & Company, was selected for a five-year, $52 million engineering and construction contract at NASA Lewis Research Center.



The contract with NASA was signed in January 1987. Construction services were subcontracted to the Special Projects Division of Turner Construction Company. Don Klebe was named project manager and later was replaced by Al Tatar. A separate joint venture office was established in the Community Bank Building in North Olmsted.

growth

In the meantime, the search for a new home for R.E. Warner & Associates shifted from Lorain County to Cuyahoga County. The firm's management believed a Cuyahoga County location was important to attract the many new employees the firm would soon need to hire. In addition, the firm's leaders saw a significant advantage to being closer to their major clients in Cleveland. In April 1987, R.E. Warner & Associates moved from Lorain to Gemini Towers II in Westlake. Controversial at the time, this move turned out to be the linch pin for the firm's future growth.

In response to employee concerns over the move to Westlake and the rapid growth of the company, the firm's management began holding RAP sessions. These open discussions allowed employees to ask questions, express concerns, and make suggestions.

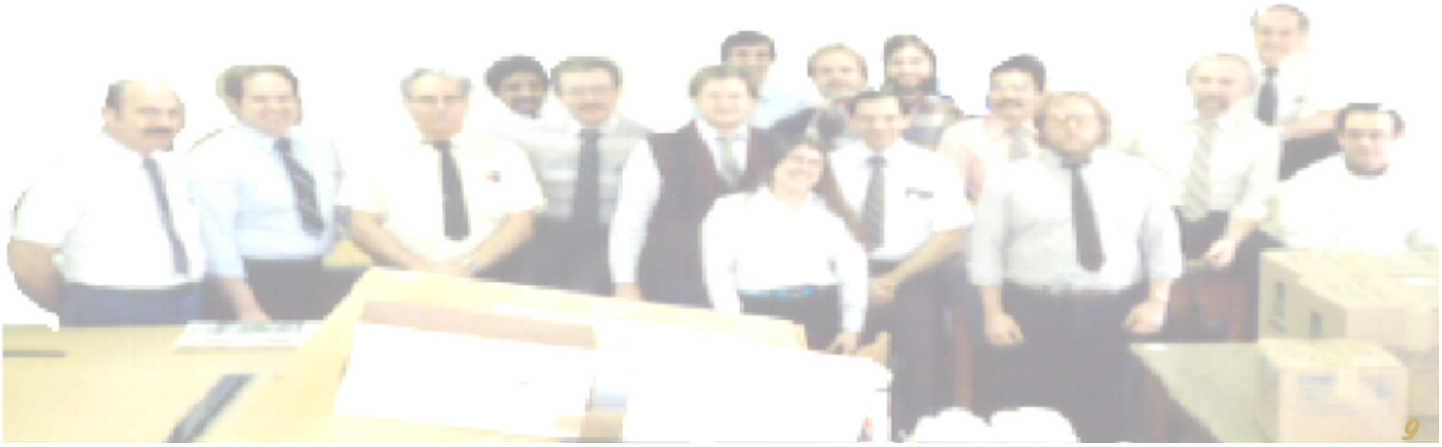
In December 1987, R.E. Warner & Associates underwent an ACEC Peer Review. A panel of three peer reviewers visited the firm to evaluate objectives, policies and procedures in order to improve the operation of the firm. The panel highlighted the positive attitude and loyalty of the staff and complimented management on their strategy to diversify.

Responding to the growing need for the turn-key installation of control systems, the company established R.E. Warner Systems Group, a wholly owned subsidiary on May 16, 1988. Headed by Randy Walton, the Systems Group successfully completed several control installations.

LS-II Electrogalvanizing Company Project

Confirming Vince Traina's vision of design-build as the wave of the future, R.E. Warner & Associates successfully completed its first major design build project, a $6 million electro-galvanizing wastewater treatment plant in Columbus, Ohio, in joint venture with Kokosing Construction Co. The project was for LS-II Electrogalvanizing Company, located in Columbus, Ohio.

design-build



A Decade of Transition 1990-2000

On March 12, 1990, Don Klebe was elevated from Executive Vice President to President and Wade Blackburn was elected Vice President. Vince Traina remained as chairman and chief executive officer.

In 1990, the firm was selected by the State of Ohio to manage the demolition and environmental clean-up of the former General Motors Fisher Body Plant, located on Coit Road on Cleveland's east side. Competing against several national environmental firms, R.E. Warner & Associates environmental staff demonstrated unique qualifications for this large and sometimes controversial clean up.

Coit Road Clean Up

In 1991, based on the recommendation of consultant Douglas Wallace, the firm reorganized into three divisions: the Facilities Design Division, the Environmental Division, and the Civil Division.

alliances

On July 6, 1993, Vince Traina replaced Don Klebe as President of the firm. Vince retained his role as Chairman and Chief Executive Officer.

Continuing Vince Traina's belief in design-build, R.E. Warner & Associates and The Great Lakes Construction Co. formed a joint venture to perform design/build projects for heavy industrial facilities. The firms successfully completed projects for SCM Chemical and Ohio Edison.

Recognizing his contributions to the firm, particularly his relationship with LTV Steel, Wade Blackburn was elected a Trustee on March 17, 1994.

In June 1994, Vince Traina revealed his plan to retire on April 30, 1995. In preparation for Vince's retirement, the board elected Dave Sminchak President of the firm. One week before Christmas 1994, everyone received a scare when Vince Traina suffered a heart attack in the office. Fortunately, Vince recovered completely and returned to work in March.

After seven years in the Gemini Towers, R.E. Warner & Associates decided to move its offices to the King James Building III office complex in July 1994. The office, which is the current home to R.E. Warner & Associates, occupies the entire third floor of the building, giving the firm 18,000 square feet of space. In 1998, the firm began leasing an additional 4,000 square feet of space on the first floor of the King James Building III for their civil engineering department. The move provided better access to downtown Cleveland, via I-90, better access to I-480, a significantly lower lease payment, and several additional amenities including garage parking.

In keeping with his plans, Vince retired on April 30th and Dave Sminchak assumed the additional responsibilities of

Chairman and Chief Executive Officer. Vince remained on the Board of Trustees until April 1999.

Although he had a sales and marketing background, Dave Sminchak's initial plans were to improve the financial performance of the firm, eliminate the debt remaining from LTV's Chapter 11 filing, and build equity in the company. Once the firm was financially strong, Dave planned to continue Vince's aggressive growth strategy.

On March 13, 1998, R.E. Warner & Associates, a Business Trust, was converted to R.E. Warner & Associates, Inc., and Ohio Corporation. The new entity, R.E. Warner & Associates, Inc., was licensed to provide engineering and surveying services. In addition, two wholly owned subsidiaries were formed: R.E. Warner Construction Services, Inc. to provide design-build services and R.E. Warner Environmental Services, LTD to provide environmental services. R.E. Warner Architects, Inc., established in 1988 as a separate entity, continued to provide architectural and planning services.

With a solid foundation in place, the firm once again formulated plans to grow. Beginning in January 1999 and continuing through March 1999, twenty of the firm's key personnel worked closely with management consultant, Charles Holcomb, to formulate a strategic plan for continued growth and diversification of the firm. The first phase of the plan called for formation of a hybrid-matrix organization with six divisions, each focused on a specific market. The diversification plan resulted in the hiring of the firm's first industrial engineer, procurement specialist, and interior designer.

Like Bob Warner in 1965, the firm's management felt the need for outside advice and consultation. In January 1999, the firm's first Board of Advisors, consisting of Joe Fornal, Brian O'Neill, and Andy Ungar met with the company's management team. The board was expanded in July 2000 to include Charles Holcomb.

Recognizing their past contributions and future responsibilities, the Board of Directors elected Walt Nickel, Director, Vice President, Secretary, and Treasurer and Bob Ramer Vice President in April 1999.

On May 21, 1999, R.E. Warner & Associates achieved ISO 9001 certification. The entire process took more than two years to prepare and implement. The ISO 9001 standard is the most comprehensive of all the 9000 series standards and covers design, development, production, installation, and servicing. Teams of employees developed the procedures that cover subjects such as procurement, design control, training and corrective actions.

Later in 1999, under the direction of Joe Bork, the firm began working for Corning, Inc. Over the next year and a half, R.E. Warner & Associates, Inc. would provide design, design/build, and engineering, procurement and construction management services to Corning facilities in Ohio, New York, Massachusetts, Tennessee, and South Carolina.

In February 2000, R.E. Warner & Associates, Inc., in a joint venture with the Osborn Engineering Company and Robert P. Madison International entered into another five-year contract with NASA Glenn Research Center for engineering and environmental services.

In December 2000, R.E. Warner & Associates, in association with the SE Johnson Companies, was selected by the Ohio Department of Transportation for a $13.6 million design/build contract for improvements to Interstate-90 in Lorain County.

strategy

future

David W. Sminchak
President and Chief Executive Officer

Randall J. Walton
Senior Vice President

Wade L. Blackburn
Senior Vice President

Robert C. Ramer
Vice President

Walter A. Nickel
Vice President

2001 and Beyond

Bob Warner was an unselfish visionary. He established a firm that could be transitioned from generation to generation, surrounded himself with talented people, and allowed them to succeed. Thanks to the efforts of Bob Warner, Jack Ochse, Vince Traina and the hundreds of others who have all contributed to the success and development of R.E. Warner & Associates. The firm is what it is today—a technically strong, diverse and energetic team—poised to pursue the many opportunities that lay ahead, strong enough to face the unexpected challenges associated with our business. We pledge to carry on Bob Warner' unselfish vision, Jack Ochse's avid attention to quality, and Vince Traina's passion for innovation. This is not a casual commitment to excellence. It is strong! It is visible! It is total! It has a very definite and most remarkable effect on the work of our people, resulting in a commitment to not only build on the past, but also to make it better.

Fiftieth Anniversary Commemorative Issue

R.E. WARNER & ASSOCIATES Inc.

EXCELLENCE BY DESIGN

Celebrating 60 Years 1951 - 2011

Major Events Over the Last Decade (2001 – 2011)

As we approach the end of our 60th year in business, I would like to wish you and your family a very wonderful holiday season. At R.E. Warner, we have much to be thankful for, especially this year. In addition to our families and friends, our health and happiness, our customers and partners, we are thankful for the great vision and wisdom of our founder, Robert Edward Warner. Sixty years ago, Bob Warner founded a company that has made enormous contributions to our customers, our community, and the hundreds of employees and their families who have made our company what it is today.

In our 50th Anniversary Newsletter 10 years ago, we closed by saying that we had a "technically strong, diverse, and energetic team - poised to pursue the many opportunities that lay ahead, strong enough to face the unexpected challenges associated with our business". Little did we know how great the upcoming challenges and opportunities would be.

2001 - The Beginning of a New Decade

Shortly after we turned off the lights at our 50th Anniversary Party, one of our major clients filed for bankruptcy and shut down their local operations "indefinitely". With more than $2 million in projected lost revenue, we were forced to react quickly and adjust our staff accordingly.

2001 – ODOT Design/Build

As we faced the challenge of our industrial market shrinking, we teamed with S.E. Johnson and were selected by the Ohio Department of Transportation for design and construction of a third lane and bridge widening on Interstate 90 in Lorain County. At the time, this was the largest design/build contract awarded by ODOT.

2001 – Colorado Furnace

R.E. Warner returned to Pueblo, Colorado to provide design and construction administration for a new electric arc furnace for Rocky Mountain Steel.

2001 – September 11th

With the steel industry already reeling, the attacks on September 11th created havoc on the economy and pushed the country into a recession. Over the next few years, we were faced with reduced capital spending in all our markets, but take advantage of our technical strengths and market diversity to weather the economic storm.

2003 – Solon Construction Administration

R.E. Warner was chosen by the City of Solon to provide QA/QC and resident construction engineering services for new sanitary sewers, storm sewers, waterlines, bike and multi-purpose trails and road reconstruction of Aurora East and Pettibone Roads.

2003 – Air Pollution Control Upgrade to MACT Standards

We were awarded a major design contract by Ross Environmental Services to upgrade their facility to achieve Maximum Achievable Control Technology (MACT). This project later received the ACEC Ohio Outstanding Achievement Award.

2004 - Relocated to LaCentre

Seizing a unique opportunity to lease Class A space at below market rates, R.E. Warner relocated from King James Office Park to our current home in modern, state-of-the-art facilities at LA Office Plaza at LaCentre.

2004 – Westlake Service Center

R.E. Warner was selected to design a new state of the art service center in Westlake leading to the design of similar facilities for the Ottawa County Transit Authority, Greater Cleveland Regional Transit Authority, Cleveland Water Department, Village of Moreland Hills and City of Chardon.

2005 – Westgate Mall Redevelopment

The Richard E. Jacobs Group selected R.E. Warner to prepare plans, specifications and construction administration for the redevelopment of Westgate Mall. This project received the ACEC Ohio Engineering Excellence Honor Award.

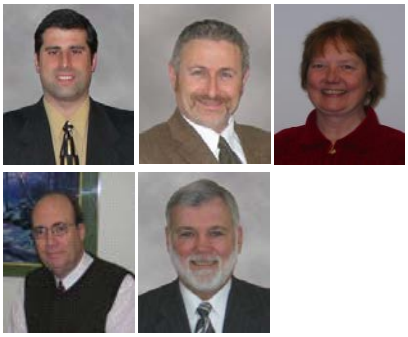
2005 - Leadership Warner

Looking to the future, we kicked off Leadership Warner, an innovative one-year leadership development program for our young professionals.

2007 - Largest Single Design Contract

We were awarded the largest single design contract in our firm's history by RMI Titanium, a world class titanium producer, for a greenfield titanium plant in Martinsville, Virginia.

2007 - 2009 Leadership Transition



- Brett Neff was elected to the Board of Directors and named Vice President *(2002)*
- Ted Beltavski was elected to the Board of Directors and named Vice President *(2004)*
- Debby Joppeck was elected to the Board of Directors (*2004)*
- Randy Walton retired as Senior Vice President and member of the Board of Directors *(2007)*
- Wade Blackburn retired as Senior Vice President and member of the Board of Directors *(2009)*

2007 - ACEC Engineering Excellence Honor Award for U.S. Steel Emergency Water Supply

R.E. Warner received ACEC Ohio Honor Award for the design of an emergency water backup system at U.S. Steel's Michigan facility.

2008 – Technology Upgrade

We completed a major technology upgrade by purchasing AutoCAD Revit and SolidWorks 3-D modeling software and Deltek Vision, a fully-integrated project based accounting and project management software for architecture and engineering firms.

2008 – First Cuyahoga County Stimulus Project

We accelerated the design of improvements to Bainbridge Road in Solon for the Cuyahoga County Engineer in time for the project to receive the first stimulus funds in the county under the American Resource and Recovery Act.

2008 - LEED Certification

Our first five professionals became LEED Certified and in 2011 provide complete engineering, interior, landscape and LEED design services for Cleveland's Gateway Bike Storage Facility incorporating LEED-CI certification.

2009 – Construction Surveying Showcased

Our construction surveying expertise was showcased with the Cleveland Clinic's Heart Center, University Hospital's Seidman Cancer Center, Ahuja Medical Center, the Euclid Corridor and Crocker Park Lifestyle Shopping Complex. We later received the ACEC Ohio Distinguished Awards for the Heart Center and Crocker Park.

2009 - Named One of the Top 99 Places to Work In Northeast Ohio

North Coast 99
Honoring 99 Great Workplaces For Top Talent In Northeast Ohio

R.E. Warner was recognized for the fifth consecutive year by the Employer's Resource Council as one of the Top 99 places to work in Northeast Ohio.

2009 – Ashtabula Chemical Plant

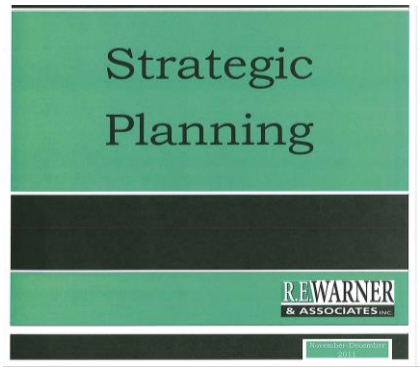
Millennium Inorganic Chemicals selected R.E. Warner for design of a major process improvement to their Ashtabula facility, improving production efficiency up to 25%.

R.E. WARNER & ASSOCIATES INC.
Celebrating 60 Years of Excellence by Design
1951 - 2011

2011 – Easterly Chemical Feed Building

We receive our first contract with the Northeast Ohio Regional Sewer District for design of the chemical storage and feed facility at their Easterly Wastewater Treatment facility.

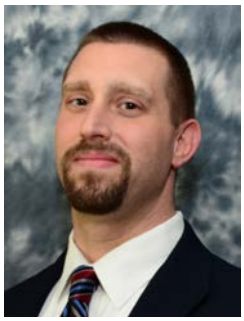
2011 – Shaping Our Future



The Longview Group is retained to facilitate our strategic plan as we begin our next decade.

KICKING OFF A NEW DECADE BY LOOKING BACK:

10 THINGS THAT SHAPED OUR FIRM IN THE 2010s



This article is by Frank Johnson, PE. Vice President, a member of the Board of Directors, Chief Operating Officer, and Project Officer for the metals, automotive/manufacturing, chemical process and power markets, Frank holds a Bachelor and a Master of Science in Electrical Engineering from Cleveland State University. He is a Registered Professional Engineer in the State of Ohio and has over 20 years experience in the study, design and project management of electrical distribution systems for major utilities, large industrial complexes, and various commercial/institutional facilities. Frank is a current member of the Institute of Electrical and Electronic Engineers Power Engineering Society.

1. Ted Beltavski, PE Becomes R.E. Warner President

Ted was elected R.E. Warner's 6th president in 2012. He has been at the helm of the firm throughout a decade in which our firm had to adapt to fast-changing technology and cultural shifts in the A/E/C industry. He has demonstrated a forward-thinking and growth-minded approach to business, moving the company forward through the leadership of our people, developing a culture of physical and spiritual wellness, recruiting top talent, continuing our upward trajectory of increased revenues and profits, investing in cutting edge technology, and evolving ownership in our firm.

2. Millenials Join the Workforce

By the time 2010 rolled around, millennials had been in the workforce for a handful of years, but as the decade progressed, the number of workers from this generation was big enough to significantly influence workplace norms across many industries, including in our own company. Millenials' energy, technology savvy, and values of flexibility and work/life balance are evident in our adoption of new technologies to be more efficient, flexible work hours, and more.

3. Social Media Takes Root

The use of social media for business became not just trendy, but essential in the A/E/C industry over the course of the last decade. A platform for sharing firm news, connecting with clients, recruiting, and a search engine optimization tool, social media channels are a crucial part of any firm's marketing mix nowadays.

4. E5 Leadership Program Introduced

R.E. Warner teamed up with Mark Pierce of the E5 Leadership Institute to put in place a leadership development program to provide professional development for firm managers and groom our younger high performing staff members for future management positions. We selected this program because of its comprehensive approach to professional and personal growth, which fits with our firm's cultural value of work/life balance. Through one-on-one coaching and mastermind

group sessions, the program has helped our team members become aware of the need to move from awareness to action and accountability. It has also taught the development and maintenance of an overall equilibrium in the spiritual, emotional, mental, physical and financial facets of their lives so that they may perform to their highest potential.

5. "Green Design" Principles Gain Traction

Over the course of the 2010s, it has become our practice to incorporate sustainable design principles whenever and wherever we can, as these methods often are in the client's long-term best interest and offer a better return on investment. We grew our commitment to this philosophy over the decade by supporting our team members' pursual of LEED accreditation, growing our knowledge of effective design practices, and keeping up with the latest advancements in building products and materials. Most of our clients do not choose to pursue official LEED Certification for their building projects; however, for the aforementioned benefits, most have been interested and appreciative of this approach to design.

6. Teaming Increases

As owners have become more discerning about the qualifications of each and every team member, and the use of set-aside requirements has grown, it has become essential for A/E/C firms to cast a wider net of potential teaming partners. Over the last 10 years, we made a concerted effort to grow our network of relationships with other A/E/C firms, and we continue to remain open to developing new relationships for pursuit partnerships. We now have a wide array of potential teaming partners, including specialty consultants and construction contractors. Selections are based on the project specific technical and/or staffing requirements and how well the potential partner's qualifications, experience and availability match up. This process reduces risk for the owner and project team by creating a team with the right combination of resources to best meet the project's unique requirements.

7. Accurate Technologies Acquired

In 2016, we acquired Accurate Technologies, a surveying business with licensed specialists in industrial measurements and mapping, based in Canton, Ohio. We combined our engineering and surveying companies to provide enhanced services to industries ranging from steel mills to municipalities. This was the first acquisition of its kind for R.E. Warner and the firm is now able to provide cutting edge technologies in 3D laser scanning and laser tracking that moves beyond traditional surveying and ultimately providing a direct cost savings to clients.

8. Construction Surveying Practice Grows

R.E. Warner's surveying practice has always been an integral function of our firm, and in the last 10 years, thanks to the professional excellence of Senior Surveyor Chris Tomko, PE, PS, our construction surveying practice has grown significantly. Because of his dedication and technical excellence, Chris has become the "go to" construction surveying consultant for contractors working on highly visible projects in Cleveland and the surrounding region. Our firm has had the privilege of being involved with projects such as The Flats East Bank Development, the Cleveland Clinic Health Education Campus, and The Q Arena Transformation, to name a few.

9. Dozens of "Portfolio Builder" Projects Completed

We were fortunate to complete major projects across all our markets over the last 10 years, but several really stand out. From providing design and construction installation engineering for Commercial Metal Company's new micro steel mill in Durant, OK; to providing engineering design for new buildings and plant expansions at Honda, PPG, Riddell, and more; to completing design and construction admin for several new services centers plus projects for multiple on-call contracts for cities and counties throughout Northeast Ohio; to electrical engineering support at FirstEnergy; we had many opportunities to grow our team's portfolio and expertise.

10. Multiple New Technologies Introduced

We adopted new technologies to improve our company operations, administration, and project delivery. We transitioned to Deltek which enhanced our accounting and project budget controls functions. We began to increasingly utilize Revit as appropriate, offering enhanced project design drawings to clients. We gave our staff "Cloud" software, allowing flexibility in where work takes place and enhanced file sharing. New surveying tools were deployed, smart phones became ubiquitous, and the list goes on… The rapid pace of technological change has forever altered how our workplace functions.

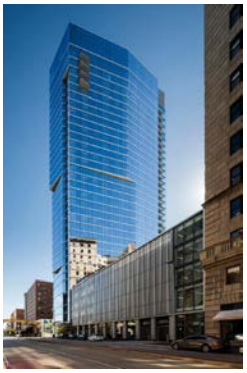
NOTEWORTHY

News and happenings to share

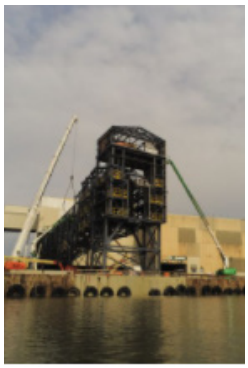
THREE REW PROJECT TEAM PARTNERS RECOGNIZED AT BUILDING EXCELLENCE & CRAFTSMANSHIP AWARDS

The Building Excellence & Craftsmanship Awards, organized by the Construction Employers Association and the Cleveland Building & Construction Trades Council, honor and recognize tradespeople, apprentices, and buildings of top construction projects in Northeast Ohio.

The construction teams of three projects we recently worked on were recognized at this event:



The Lumen



Boat Loader Upgrade

AMHA Balcony

Great Lakes Construction Co. won an award in the New Construction Under $10 Million category for the Cargill Boat Loader Upgrade. REW completed multi-discipline engineering and architectural design services.

This complicated project started with the foundations with a portion of the work area just above the water line of the lake. The Great Lakes Construction Millwright Team temporarily supported the boom conveyor and fabricated a custom drive frame template to keep the piles at the correct angle and orientation. The quality of the completed project and outstanding workmanship will allow Cargill to utilize the boat loader for at least 50 years.

Gilbane Building Company won an award for The Lumen. REW provided construction surveying. The Lumen, at 34-stories, is the largest residential project executed in Cleveland in over 40 years and the tallest building completed in 12 years. This project raised the bar for finish quality in a growing multi-family market while also beautifully complementing the growing skyline.

With over 300 people on-site at the peak of construction, the Lumen required close coordination in order to meet the planned date of completion. Due the complexity of the job, everything that could be prefabricated, was. Utilizing prefabrication saved approximately $1.5 million and roughly 35 days, versus a traditional approach of assembling these components on-site.

Mike Collins of Cleveland Building Restoration and member of Bricklayers Local 5 received a Craftsmanship award for masonry restoration on the Akron Metropolitan Housing Authority - Allen Dickson Balcony. REW provided architecture and structural engineering design. The complexity of this project began before Mike stepped foot on the job.

The balcony posed a potential hazard of runoff due to the slant of the existing structure. The attention to detail and safety plan that was executed resulted in the project being completed efficiently.

OSHA®

ZERO TRIR

REW ACHIEVES PERFECT SCORE FOR OSHA TOTAL RECORDABLE INCIDENT RATE

We received notice that our OSHA Total Recordable Incident Rate (TRIR) is now a perfect score of zero, and we are receiving “A” ratings with our third party qualifiers. This means we are considered very safety conscious in performing work at our clients’ facilities.

We are very proud of our team members for performing their work in a manner that keeps themselves and those around them safe!

Buckeye COMMUNITY BANK

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Client Spotlight - R.E. Warner & Associates

JAN 28, 2021

For 70 years, R E Warner & Associates has met the ever-changing dynamics of different sectors by building a talented team and strong reputation with projects around the United States and abroad. The Westlake-based firm, led by President Ted Beltavski, PE, sees its continued growth fueled by a focus on strategic sectors, coupled with the firm's longstanding commitment to excellent design, best of breed engineering skills, strong teamwork and dedication to its clients.

The R.E. Warner team has strategically expanded its offerings and professional staff to meet growing client needs and advances in technology while delivering an extensive range of engineering, architectural, surveying, construction administration and operational services. The independent firm has developed significant public and private sector experience, including in the chemical, commercial, manufacturing, metal, power, and public works fields.

"While we have grown, we remained strongly committed to our process beginning with listening to our clients, so that we can be a responsive partner ready to solve their challenges and support their plans for restructure or growth. I think our clients value that every team member is willing to listen and work collaboratively," said Beltavski.

"We serve diverse industries and work on large projects. We have grown in power and energy projects during the past several years, thanks to our strong reputation. We anticipate that these will continue to grow as a large part of our firm."

The firm, which started in 1951, has employed a strategic growth plan and is on a path to have 75 employees by year's end, according to Beltavski. The firm joined Buckeye Community Bank in 2012, and Beltavski said he continues to value the partnership.

"Buckeye is a wonderful organization and we appreciate the relationships built with the staff including Susan (Grachanin), Ben (Norton) and Kevin (Miller)," Beltavski said. "They have been there to support us and our plans and are a big reason we are on an upward trajectory. When we have needed it, they have been there with good advice and support."

"The R.E. Warner team, under Ted Beltavski, has pursued opportunities that allowed them to grow and develop a tremendous reputation," said Buckeye Community Bank President Ben Norton. "The firm is composed of deep, specialized experts who approach complex projects and overcome challenges with relative ease. I think our partnership with Ted and his team is strong because Buckeye Community Bank shares a differentiating ability to listen, learn and respond with the correct solution."

Learn more about R.E. Warner & Associates at www.rewarner.com.

SHARE ARTICLE

BUCKEYE COMMUNITY BANK FEATURES REW IN ITS CLIENT SPOTLIGHT

Buckeye Community Bank selected REW for a client spotlight earlier this year. We were honored to be selected for the feature and humbled to read Buckeye Community Bank President Ben Norton’s remarks about our firm:

“The R.E. Warner team, under Ted Beltavski, has pursued opportunities that allowed them to grow and develop a tremendous reputation. The firm is composed of deep, specialized experts who approach complex projects and overcome challenges with relative ease.”

Read more at: http://bit.ly/rwbcb

R. E. WARNER

ENGINEERS | ARCHITECTS | SURVEYORS

ABOUT US

Simply put, R.E. Warner is a highly-skilled, multi-faceted, engineering firm that values people, relationships and our clients' roles in keeping society running. While we provide an extensive list of services across engineering, architecture and surveying, we also offer decades of experience, expertise and dedication to quality and service.

Whether it's surveying for an entirely new project, designing an addition to your current facility or completing a maintenance task, we don't see our work as helping our clients with a singular project—we see it as a stepping stone to establishing a partnership that fuels their operation and lasts for years to come.

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