R.E. WARNER
& ASSOCIATES INC.

ENGINEERS
ARCHITECTS
SURVEYORS
CONSTRUCTION MANAGERS

Excellence BY DESIGN

SEPTEMBER 2016

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

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ON THE COVER:

R.E. WARNER CELEBRATES GROUNDBREAKING FOR OUR LATEST PROJECT: RIDDELL SPORTS GROUP'S NEW NORTH RIDGEVILLE MANUFACTURING FACILITY

At the groundbreaking ceremony, Riddell recognized the teams from R.E. Warner & Associates, Inc. (engineers), Avison Young Project Management (real estate consultant and construction manager), Peak Construction (design/builder), Scannell Properties (developer), Heitman Architects (architect), and the City of North Ridgeville, for their efforts on this major project.

PRESIDENT'S MESSAGE

A FIRM THRIVING

2016 has been a big year for us. We've celebrated a milestone anniversary – 65 years! – broken ground on several major projects, and successfully added the Accurate Technologies team.

In fact, September marks the six-month anniversary of our acquisition of Accurate. With the addition, we now offer the largest suite of surveying services provided by a professional engineering and surveying firm in Ohio.

Looking back on these last six months, I am happy to report this merger is benefitting clients as projected. We combined our companies to provide enhanced engineering and surveying services to our clients and are pleased to report the merger has done just that. Clients are benefitting from the use of state-of-the-art 3D laser scanning, 3D laser tracking and aerial drone mapping equipment for their projects as well as having a single source for their engineering, surveying and industrial measurement and mapping needs.

Speaking of enhancing our services, I am proud that our team at R.E. Warner is always thinking of ways to improve. While we stand behind our tried-and-true operating procedures, we're not built to be complacent. Our clients' success is our number one goal, and we continually keep our eyes open for how we can better serve their needs.

There is no doubt in my mind that this is why R.E. Warner was named among the inaugural class of ***Smart Business*** magazine's Longevity Award honorees last month. This award, founded in partnership with the Western Reserve Historical Society, recognizes Northeast Ohio businesses for their innovation, perseverance, and ability to read and evolve with the changing marketplace. Read more on page 8.

As we look to the future, we are getting ready to complete the transition of integrating Accurate with a branding update. In the next 10 months, the Accurate Technologies website will be absorbed into R.E. Warner's website, and the logo will be phased out. Going forward, Accurate will become its own discipline under the R.E. Warner company umbrella – just like our civil, structural, surveying and other departments.

We hope you, our clients, partners and friends, are enjoying a successful year as well. If there is anything we can do to better serve you, please don't hesitate to let me know.

Ted Beltavski, MS, PE
President & Chairman

R.E. WARNER CELEBRATES GROUNDBREAKING FOR RIDDELL SPORTS GROUP'S NEW NORTH RIDGEVILLE MANUFACTURING FACILITY

Pictured from left to right: R.E. Warner & Assoc., Inc. (Doug Tober, PE and Brett Neff); City of North Ridgeville (Mayor Gillock); Peak Construction (Daniel Robson, Rick Heibel and Mike Sullivan)

On July 13, 2016, R.E. Warner & Associates, Inc. attended the groundbreaking ceremony for a new production and distribution facility in North Ridgeville for the Riddell Sports Group, a premier designer and developer of football helmets, protective sports equipment, head impact monitoring technologies, apparel and related accessories.

The groundbreaking follows months of planning and collaboration between many organizations, local and state officials, and Riddell. At the groundbreaking ceremony, Riddell recognized the teams from R.E. Warner (engineers), Avison Young Project Management (real estate consultant and construction manager), Peak Construction (design/builder), Scannell Properties (developer), Heitman Architects (architect), and the City of North Ridgeville, for their efforts on this major project.

The city has contracted with R.E. Warner to prepare drawings, technical and construction specifications for the $1.7 million access road to serve the new Riddell plant. In addition, R.E. Warner worked with Peak Construction in the earlier stages of the project to provide due diligence for civil engineering pre-development services, followed by site-civil

engineering and surveying services, the preparation of design/build performance specifications, and general arrangements for the building mechanical, electrical, plumbing and fire protection systems.

Most recently, Peak Construction awarded R.E. Warner an additional contract for professional services related to the project. This scope includes the production of construction documents for the domestic water, sanitary and storm systems.

"R.E. Warner is pleased to be a part of this team for such a major project. Riddell's new facility will greatly benefit our region and be an economic boost to North Ridgeville as Riddell becomes their largest, single entity employer," said Brett A. Neff, senior vice president, R.E. Warner & Associates.

The facility will span 347,205 square feet and be Riddell's new home for the assembly of on-field football helmets and custom shoulder pads. It will also serve as the company's primary reconditioning plant. Riddell will relocate its production of full-size collectible football helmets and distribution of football gear and apparel to the new facility.

Riddell President & CEO, Daniel Arment

Riddell employees at their new facility groundbreaking ceremony in North Ridgeville

R.E. WARNER & ACCURATE TECHNOLOGIES EXHIBITS AT AISTECH 2016, THE IRON & STEEL TECHNOLOGY CONFERENCE AND EXPOSITION

AISTech 2016, Steel's Premier Technology Event, took place May 16-19, 2016 in Pittsburgh, Pennsylvania at the David L. Lawrence Convention Center. R.E. Warner was one of over 500 exhibitors at this year's show with a crowd of over 8,000 attendees.

AISTech attendees were encouraged to visit R.E. Warner's booth to learn more about our metal production and processing capabilities.

R.E. WARNER was founded on the steel market and has been a consultant to the metals industry for 65 continuous years.

R.E. Warner staff at our AISTech 2016 booth

Through new and revitalization programs implemented by our clients, R.E. Warner is helping to make changes that allow the steel-making and other metal industries remain strong in the American manufacturing arena.

Our staff provide preliminary and conceptual engineering, cost estimates, detailed design, construction administration, and start-up assistance on projects involving material handling, steel making, continuous casting, rolling mills, and finishing mills. Our capabilities extend to ferrous, non-ferrous and, non-metallic materials.

For more than six decades, R.E. Warner has provided engineering, architectural, surveying and construction administration services to more than 50 major corporations at over 70 different facilities involving over 3,500 projects.

Now with Accurate Technologies, we've increased our offerings utilizing cutting-edge technologies in surveying, GIS, metrology, 3D laser scanning, 3D modeling, UAV drone mapping and high-accuracy equipment alignment.

AISTech featured technologies from all over the world that help steel producers to compete more effectively in today's global market. It is a can't-miss event for anyone involved at any level in today's steel marketplace, providing perspective on the technology and engineering expertise necessary to power a sustainable steel industry. As attendees and exhibitors, our team had the opportunity to network with industry peers and discover ways to improve productivity as well as expand our knowledge base. We came away energized and with a wealth of new ideas of how to better help our clients, and are already looking forward to AISTech 2017.

One of R.E. Warner's Major Projects Mentioned at AISTech 2016 President's Breakfast

One of our major projects was mentioned during the AISTech 2016 President's Breakfast to demonstrate that the ingenuity of the modern steelmaker is unlimited.

This project includes a new generation of electric arc furnace steelmaking mills, and a second technologically advanced micro mill, serving regional needs for steel products. This facility uses a continuous-continuous manufacturing process that melts, casts and rolls steel from a single uninterrupted strand, producing higher yields and lower energy consumption than the traditional minimill process.

WORKING SMARTER: 3D LASER SCANNING & LASER TRACKING

At R.E. Warner & Associates, we're using cutting-edge technology to perform industrial surveying services. With improved measurements and mapping, we're helping clients work smarter. We're using several technologies that are benefitting clients through better time and cost efficiency. These include:

- 3D scanning and modeling
- Laser tracking
- Aerial drone mapping

View the adjacent case studies to see how these new technologies aided a steel producer and a chemical producer in completing their projects.

Laser Tracker Survey of The Worlds's Largest Vertical Steel Caster - Canton, Ohio

Click here to see the case study of the Vertical Steel Caster

3D Laser Scanning & Modeling of a Chemical Facility

R.E. Warner's Dave Andrews recently shared how 3D scanning and modeling were used to create new P&ID sheets, piping models and structural models for maintenance at a chemical facility.

By using these new technologies, the data captured is more accurate, leading to better plant renovations and maintenance that further extend the useful life of the facility.

Listen to him talk through the process.

Click here to watch the Chemical facility 3D Laser Scanning & Modeling webinar.

R.E. WARNER RECOGNIZED AS A 2016 BUSINESS LONGEVITY AWARD HONOREE

We're honored to be among the inaugural class of Smart Business' Longevity Awards recipients.

As we celebrate this honor during the year of our 65th anniversary, we'd like to thank our clients and our staff for helping us achieve continued success.

The Longevity Awards, founded in partnership with the Western Reserve Historical Society, recognize Northeast Ohio businesses for their innovation, perseverance, and ability to read and evolve with the changing marketplace.

Founded in 1951, R.E. Warner has transformed significantly over the past 65 years, growing from one to 85 employees. In our first 20 years, R.E. Warner focused on providing mechanical, electrical and civil engineering services for the steel industry throughout the Midwest. As time has gone on, our client base has expanded, as have our services, evolving with changing technologies and the needs

R.E. Warner's President, Ted Beltavski; and Project Director, Rich Carpenter

of our clients. Our approach has always been, however, to ensure the firm enters new fields only when it is consistent with the basic mission of our company.

Today, R.E. Warner is a full-service, multi-discipline engineering, architectural and surveying firm utilizing the latest technology to serve our clients. We continued our legacy of innovation earlier this year when we acquired Accurate Technologies, adding 3D laser scanning/modeling, 3D laser tracking, and aerial drone mapping to our capabilities. We are often listed among the Top 500 Design Firms in the country by Engineering News Record and are proud to also consistently be named one of Zweig Group's "Best Firms to Work For."

R.E. WARNER IS A 2016 BEST FIRM TO WORK FOR!

We did it again! For the third year in a row, R.E. Warner & Associates, Inc. was chosen as one of Zweig Group's "Best Firm to Work For ." We placed 48th in the Multidiscipline Category. The Best Firms to Work For award recognizes business success in the architectural, engineering, and environmental consulting industries throughout the U.S. and Canada based on workplace practices, employee benefits, employee retention rates, professional development and more. Most importantly, the award is granted based on employee surveys.

We thank our entire team for the continuous hard work they do and the support they give each other. They are the reason R.E. Warner is a great place to work!

SAVE THE DATE

3RD ANNUAL R.E. WARNER HOLIDAY OPEN HOUSE

Join us at our 3rd Annual Open House Benefiting Toys for Tots!

Wednesday, November 9
4 - 7 p.m.
R.E. Warner Westlake Office, 25777 Detroit Road.

Come join us to mix and mingle, enjoy food and beverages, win raffle prizes and get a head start on your holiday gift giving. Our Open House features our Holiday Market, benefiting Toys for Tots, which includes various pop-up shops, some of which are listed below and others are being added daily:

- Pampered Chef - cookware and kitchen equipment
- Scentsy - Room scents and warmers
- LuLaRoe - Women's and children clothing
- Wildtree - Natural gourmet culinary blends
- Learning Express Toys
- ThirtyOne Gifts - Bags, purses, etc.
- Bohemian Designs - Crocheted scarves and hats
- Young Living - Essential oils
- Art Shack - Pottery
- Cindy I Smith - Artwork
- Usborne Books
- Bob Kovatich Photography

TOYS FOR TOTS SM

"We are thrilled that the response to our holiday open house has been so positive. It is sure to be a fun, successful giving event."

- Brett Neff, Senior Vice President

Each vendor will donate a portion of their profits to the Marine Corps Reserve Toys for Tots Program.

This event is open to all R.E. Warner clients and friends. RSVP at http://conta.cc/2cpJuqv.
Attendees who bring an unwrapped toy will get a free raffle ticket.

HISTORY OF THE R.E. WARNER OPEN HOUSE & HOLIDAY MARKET BENEFITING TOYS FOR TOTS

For the past several years, R.E. Warner has hosted an open house with a holiday market benefiting Toys for Tots. It has quickly become a company tradition. For many years, R.E. Warner has supported The Marine Corps mission to collect and distribute toys as Christmas gifts to needy children in the community by raising money and providing toy donations. R.E. Warner started its annual Toys for Tots drive in 2006 collecting over $850 in toys, books, and games that year. Every year since then our goal has been to raise at least $1 more than the year before. Each year, we find new ways to raise awareness and money for this great cause. We started with Jeans for a Cause on Fridays, added a company bake sale and pie auction, started having Chinese auctions, held Fill the Box Department competitions, added a vendor show and then initiated our open house and holiday market, now in its third year.

Money Raised	
2006	$850
2007	$1,150
2008	$1,240
2009	$1,890
2010	$2,882
2011	$2,500
2012	$2,928
2013	$5,040
2014	$6,005
2015	$6,060

Click the link on the previous page to RSVP to the 3rd Annual R.E. Warner Open House Benefiting Toys for Tots.

About Toys For Tots

- Toys for Tots was started by a Marine reservist in 1947 in California after discovering there were no programs to distribute toys to less fortunate children.
- During the Christmas season of 1947 they collected over 5,000 toys. Their efforts were so successful that year that the Marine Corp launched a national campaign the following year and began making Christmas for children throughout the country.

- As the campaign drew national attention in 1948 so did the backing of celebrities and dignitaries throughout the country for many years to come. Including Walt Disney who designed their now famous logo.

- The primary goal of Toys for Tots is to deliver, through a new toy at Christmas, a message of hope to less fortunate youngsters that will assist them in becoming responsible, productive, patriotic citizens.
- Toys for Tots is now the USMC Reserve's primary community action program and distributes an average of 15 million toys annually across the U.S. to approximately 6.3 million children each year.
- Over 40,000 toys are distributed annually in local campaigns.

PROJECTS

- Mechanical, structural and electrical engineering services for preparation of equipment specifications and construction drawings as well as equipment and construction contractor procurement specifications and bid evaluations for **three new filter exhausters** at a Rittman, Ohio salt manufacturer's facility.

- Design services for/preparation of an Ohio EPA permit for a **new stormwater mercury reduction process** at a chemical manufacturer's Ashtabula facility.

- **Regenerative Thermal Oxidizer ventilation improvement study for a building** at a Cleveland, Ohio automotive coatings plant. Work includes a vapor analysis study, RTO modifications, and improvements to the supply air system, including design and construction drawings to replace the Makeup Air Unit and duct work.

- Engineering and preparation of mezzanine, foundation and pit construction drawings for installation of **five new raised controller mezzanines and equipment platforms** at a Marysville's auto plant. Work includes mezzanine design including preliminary truss analysis, truss reinforcement, electrical design and fire protection design. The project will be completed using Revit.

- Preparation of construction drawings for **new robots and mezzanines for an automobile assembly line** innovation program. Work includes demolition, robot and mezzanine foundations, mezzanine design, lighting, fire protection, stairs and catwalk for the new floor comp line and inner frame line.

- Land surveying and **3D laser scanning services** at a glass manufacturer's Vineland, New Jersey facility.

- Subconsultant for a **topographic survey of the proposed Black River Bike Trail** including providing horizontal and vertical control, grades, pavement edges, utilities and base-mapping services.

- **Construction administration services for a new bar rolling micro mill** in Durant, Oklahoma. Our staff is providing technical support to the owner's personnel during construction, reviewing contractor and equipment vendor submittals and shop drawings, responding to contractor requests for information, creating field sketches, assisting the owner's lead personnel with preparation of daily, weekly and monthly field reports for contractor packages, and performing master schedule updates.

- **Conceptual engineering services to determine the feasibility of a new long conveyor** to improve a Tennessee steel producer's overall metal recycling operation in association with the installation of their non-ferrous reclamation facility capital improvement project.

- **Installation engineering services for a grinder facility expansion** in Martinsville, Virginia. Work includes architectural and engineering services necessary for design of a 15,750-sq.-ft. expansion which includes a billet grinding line and two furnaces.

- **Auto Plant Stamping Department expansion to support a new stamping press**, which will be used for relocated vehicle production and serve as a swing press for other North American plants.

- **Engineering evaluations at a power plant's synchronous condenser facility.** Components that will be evaluated and provided with recommendations for solutions include a sewer line, control room water damage and a piping system for compressed air units cooling loop operation.

- Construction layout **staking services at One University Circle Apartment Building**, a $116-million, 20-story high-rise at Euclid Avenue and Stokes Boulevard in Cleveland.

- Preparation of the structural design, specifications, installation drawings and construction management services for a **new roof-mounted surge bin at a salt producer**'s Rittman, Ohio facility.

- **A/E services for Lake County's West End service facility renovations and additions study** in Willoughby, Ohio. Work includes roof replacement, office layout revisions, replacement of worn-out fixtures, equipment and finishes as well as two building additions to expand existing drive-in vehicle storage bays and provide small parts storage.
- **Plant-wide engineering and ventilation consulting services** to help a leading coatings company comply with new corporate guidelines for annual ventilation testing, monitoring, and documentation.

FIELD INSPECTION SERVICES

Numerous clients retain R.E. Warner to perform yearly inspections of facilities and key equipment. We provide inspection, design, detailing and construction monitoring services of heavy industrial structures, equipment, and buildings at metal processing facilities, power plants, manufacturing complexes, refineries, and mines.

These on-site inspections, coupled with our structural analysis, are employed to determine methods of repair or replacement. We generally inspect every aspect of the structure and its various components to determine whether those items are sound or in need of repair. Our observations and opinions are then reported in detail.

Typical structural inspections include: roofs, crane runways, bridges, conveyors, plant-wide walkways, pipe racks, containments, buildings, tanks, stacks, lifelines, coke batteries and furnaces, ultrasonic stone and coal silos as well as deep mine duct work, caster spray chambers, light and cell towers, and other equipment and structures.

We perform inspections at high elevations, confined spaces and hazardous environments. We have completed safety training and are current with OSHA requirements.

Current inspection projects include:

- Visual structural observations of **42 above- and below-ground bins** within a Cleveland deicing facility's bin house to identify areas of distress and remediation.
- Structural observations and assessments of **mill crane runway systems, water cooled ducts, and EAF rocker system** at an Ohio steel mill for its annual inspections.
- 2016 **duct work inspections** at various facilities including structural observation/assessments to identify apparent structural deficiencies related to duct work and associated hangers including readily apparent safety issues. Reports of findings are prepared and include identification of necessary repairs.
- **Blast furnace inspections** to identify necessary repairs to prepare for an outage. Work includes visual observations/assessments to identify structural deficiencies including readily apparent safety issues.

NEWEST TEAM MEMBERS

RICHARD L. JONES // SENIOR ELECTRICAL ENGINEER

Rich Jones rejoins our firm as Senior Electrical Designer in our Electrical Department.

Rich holds an associate's degree in Electronic Engineering Technology from Stark State College and has over 25 years of experience in the electrical engineering and construction industry for petro-chemical, industrial, educational and retail facilities. Rich has a strong background in all aspects of electrical design, CAD and construction, including grounding, lighting, power distribution, motor control, cable tray layouts, fire alarm and telecommunication. He also has experience with probable cost estimate, specifying equipment, customer construction drawing reviews, bid meeting, scopes of work, construction specifications, start-up and field construction support. He is proficient in AutoCAD 2012 and Microstation V8 and is trained in Revit MEP 2013 and Smartplant.

He resides in LaGrange.

SANDI MATGOURANIS // MARKETING ASSISTANT

Sandi Matgouranis joins R.E. Warner as Marketing Assistant.

Sandi holds a Bachelor of Science in Journalism, Public Relations from The Ohio University E.W. Scripps School of Journalism. She has over five years of experience as a marketing and communications professional. Her areas of expertise include writing, editing, graphic design, email marketing, event planning and public relations. She is proficient in Adobe InDesign, Illustrator and Photoshop; WordPress; Constant Contact and social media platforms.

She resides in Avon Lake.

KYLE PASTIRCAK // SURVEY CREW CHIEF

Kyle Pastircak joins R.E. Warner as Survey Crew Chief in our 3D laser tracking and scanning department. He is based out of R.E. Warner's Canton office.

Kyle holds a Bachelor of Science in Surveying and Mapping Technology and a geographic and land information systems certificate from The University of Akron, Summit College. He has six years experience in surveying, mapping and CAD. His experience includes construction layout and staking, topographic and boundary surveying and right-of-way surveys.

He resides in Tuscarawas.

WILLIAM T. VASKO // CIVIL ENGINEER

William (Bill) Vasko, Civil Engineer, is a new team member in our Civil Department.

Bill is a recent graduate from The University of Akron and holds a Bachelor of Science in Civil Engineering. As a co-op for Donald G. Bohning and Associates he gained experience in municipal engineering including road maintenance and construction, utility repair, and bridge construction. He also gained field engineering experience from work at Capstone Construction Company. His technical skills include AutoCAD.

He resides in Broadview Heights.

KEVIN WILSON, E.I.T. // STRUCTURAL ENGINEER

Kevin Wilson, E.I.T. joins R.E. Warner as Structural Engineer.

Kevin holds a Bachelor of Science in Civil Engineering from The Ohio State University and is an engineer-in-training. His background includes fall protection, industrial and inspection. He is experienced in reinforced concrete and steel design as well as structural analysis. He is proficient in AutoCAD and RISA-3D and has experience with numerous other software programs.

Kevin's work experience includes Nevada DOT, J.R. Johnson Engineering and Diversified Fall Protection.

He resides in North Ridgeville.

ZOE TSCHUDY // ADMINISTRATIVE ASSISTANT

Zoe Tschudy, joins the R.E. Warner administrative staff to perform a wide variety of standard administrative duties for the company.

She resides in Avon Lake.

CORPORATE NEWS

RYAN J. O'HEARN, PAUL WINKLER AND BRIAN YOUNG ELECTED SHAREHOLDERS

The Shareholders of R.E. Warner & Associates, Inc. are pleased to announce the election of three new shareholders to the corporation: Ryan J. O'Hearn, Paul Winkler and Brian Young. This announcement was made at the August Shareholders' Meeting.

Ryan J. O'Hearn, EIT

Ryan holds a Bachelor of Science in Civil Engineering from Cleveland State University and has two years of structural engineering experience for various types of facilities and clients. His experience includes calculations for building and equipment foundations, structural steel and concrete details and sections, review of structural steel and concrete shop drawings, and structural investigations and evaluations. He has been with R.E. Warner since 2013 and is currently a structural engineer.

Paul W. Winkler, PE

Paul holds a Bachelor of Science in Civil Engineering from Cleveland State University, is a Registered Professional Engineer in the State of Ohio, and has more than 10 years of experience in the management, design and construction inspection of large-scale industrial facilities; commercial "buildings; and structural restoration, façade and material testing projects. His experience includes on-site structural assessments of bridges and structures, design and analysis for concrete, steel, masonry and wood structures, finite-element 3D models, and on-site concrete testing. He has been with R.E. Warner since 2012 and is currently a project manager and senior structural engineer.

Brian K. Young

Brian holds an Associate Degree in Architectural Drafting and Design from Triangle Institute of Technology and has more than 25 years of experience in the structural design of new facilities and rehabilitation of existing structures. His experience includes parking structures, commercial structures, industrial facilities, educational facilities, government facilities, institutional facilities and retail facilities. He has been with R.E. Warner since 2013 and is currently a senior structural designer.

To become a shareholder at R.E. Warner, employees must possess the four Es – Energy, the ability to Energize others, the ability to consistently Execute and the ability to give us a competitive Edge.

"We are pleased to welcome these new partners. Each exemplifies entrepreneurial spirit and takes pride in providing excellence by design through teamwork and a passion for serving our clients. By evolving ownership in our firm, we are realizing our corporate vision and mission." – Ted Beltavski, President and Chairman.

THANK YOU INTERNS!

As the summer winds down, it's the time of year when we bid goodbye to our summer interns. Sarah Berish, Nick Ondracek, Chris Pietrow and Adam Zimmerman provided great assistance this summer by participating in project design, field-work and more. They also were mentored by our senior level staff and executives, and had the opportunity to meet others in the industry at networking events.

We checked in with them before their last days and they shared the following about their experiences:

"My summer internship at R.E. Warner has been a great learning experience," Sarah Berish said. "I've had the opportunity to learn the new Revit software, which has been one of my goals for this internship. I also learned a great deal from all of the projects I was involved in. This internship has definitely helped to further solidify my choice of going into engineering."

Chris Pietrow said he too found the experience valuable. Of his favorite project, he said "I had the privilege of working with a steel processing client on a steel coil monitoring device project to provide them with a load analysis. This involved modeling the arm in SolidWorks and doing a finite element analysis on the model to get an estimate for how much weight the machine could support."

Pictured from left to right: Zimmerman, Berish, Pietrow, and Ondracek

Hailing from Cleveland State University, The Ohio State University and The University of Toledo, Sarah, Nick, Chris and Adam are all enrolled in either a bachelor's degree program, consolidated bachelor's/master's degree program, or master's degree program within the A/E/C fields.

Students interested in interning next summer should contact Matt Barratt, Vice President – Operations at mbarratt@rewarner.com. The primary goals of our internship program are to help groom future stars of the engineering industry in Northeast Ohio, provide students with meaningful real-world experience, and identify and recruit top talent to our firm. R.E. Warner's legacy of continuous growth and success continues in part through these efforts to integrate young talent who share our values yet bring fresh perspectives.

OUR NEWEST MEMBER TO THE 40-YEAR CLUB

It is not too often one can say they have been employed by one company for 40 years. This summer, we celebrated Karen Rector's milestone career achievement and her dedication of 40 years working at R.E. Warner.

Employees gathered for a cake celebration to welcome Karen into The 40-Year Club and honor her as a valued contributor to R.E. Warner's success. Karen joins Bob Ramer (49), Ed Dziubek (43) and Randy Cecil (43) as members of The 40-Year Club.

Karen was hired as a technician in the Piping Department on June 7, 1976. With 40 years of experience in the layout and design of process and utility piping systems, primarily for heavy industrial facilities, Karen serves as Lead Piping Designer on assigned projects for steel mills and foundries, chemical and petrochemical plants, automotive and manufacturing complexes, and water and wastewater treatment facilities.

She is well respected by our team for her strong technical skills in preparing design and layouts of complete piping systems for preparation of engineering and construction drawings and bill of materials. Karen has led the development and implementation of CAD standardization and document management for the company. She is proficient in AutoCAD 2014.

Karen and her husband Orrin live in Amherst. In her free time she enjoys cooking, baking, collecting recipes, flowers, plants and house stuff – piping, electrical, painting, etc.

Please join us in wishing her a Happy 40th anniversary!

ADDITIONAL CELEBRATIONS

We also recently celebrated structural designer Laurie Linden's Five-Year Anniversary! One of her colleagues says: "Laurie is the quintessential 'Team Player,' always willing to go the extra mile for the success of the project, her department and the company. Many times Laurie is called upon to move from project to project on a daily and sometimes hourly basis and she is always willing to be flexible to get the work done."

Thanks, Laurie, for all you do! We're so glad you're part of our team.

We also congratulate Rich Arth, Senior Electrical Designer and Jim Jablonske, Senior Electrical Designer on their retirements. We thank them for their many years of dedicated service and wish them the very best for a lengthy and satisfying retirement.

MENTORSHIP MATTERS

To celebrate the success of R.E. Warner's Mentorship Matters Program, past and present mentors and mentees headed downtown Cleveland to enjoy a night out of fun and camaraderie with dinner and a Tribe game.

R.E. Warner's mentorship program was created in 2014. Its mission is to empower R.E. Warner employees to reach their goals by providing guidance and positive direction in developing trust, technical skills and personal relationships. Ultimately, our objective is to enrich the R.E. Warner professional work experience.

Our employees are dedicated and committed to mentoring future engineers as well. We always welcome shadow students from area high schools.

"Thank you for taking the time out of your day to give me a tour of your company. I thought that talking with various members of your company was highly useful in helping me decide what I want to do in my future. Thank you again for allowing me to job shadow you and your fellow employees at R.E. Warner & Associates." – from a local area high school student

PROFESSIONAL DEVELO

OHIO TRANSPORTATION ENGINEERING CONFERENCE 70TH ANNUAL MEETING

October 25-26 | Greater Columbus Convention Center

Doug Tober, P.E., Senior Project Manager will join Transportation officials, government and members of the academic community at the Ohio Transportation Engineering Conference — one of the nation's largest transportation conferences. The conference features exciting speakers, technical sessions and an exhibition hall. The program tries to address the latest policy and technical information, as well as covering new ideas in transportation policy, planning, environmental, design, construction, maintenance, operation, local government, and management of transportation resources.

CRAIN'S 2016 [M] POWER MANUFACTURING ASSEMBLY: WHAT'S THE SECRET SAUCE?

Presented by Manufacturing Advocacy & Growth Network (MAGNET) and Cleveland Engineering Society:
October 19, 2016 | John S. Knight Center, Akron

Ted Beltavski, President, and **Brett Neff**, Senior Vice President along with several other key professionals will be attending this one-of-a-kind event to learn how to better serve manufacturing clients. Concurrent track sessions will focus on issues relevant to every aspect of an organization – from HR and operations to marketing. Tim Timken, Chairman, CEO & President, Timken Steel, and John Skory, President, The Illuminating Company, are keynote speakers.

2016 STRUCTURAL ENGINEERS ASSOCIATION OF OHIO ANNUAL CONFERENCE

September 8-9 | Columbus Airport Marriott

Senior Project Manager and Structural Engineer, **Matt Benovic, P.E., S.E.**, and Project Director, **Ed Dziubek, P.E.** attended the two-day 2016 SEAoO Annual Conference. The conference featured national speakers on a variety of engineering topics, a Trade Show, an Education Awards Dinner and excellent networking opportunities. Technical sessions included Benefits of Macro-Fibers for Concrete Construction; Common Violations of the Registration Act and Code of Ethics for Professional Engineers; The Good, The Bad and The Ugly of Welded Connections; Welding FAQs for Engineers, Geotechnical Specialty Tools, Systems for Structural Failure Investigations in the U.S.; Multi-Family Wood Construction Engineering Mid-Rise Buildings; Unique Considerations for Steel Industrial Buildings; and Masonry Code Key Changes and Structural Case Studies.

AIST GLOBE-TROTTERS MEMBER CHAPTER ANNUAL MEETING

August 29-31 | Marriott Resort and Spa at Grande Dunes in Myrtle Beach, SC

Donald M. Salsbury, project director, attended the AIST Globe-Trotters Annual Meeting in Myrtle Beach, South Carolina. AIST's Globe-Trotters Chapter is a traveling group with members all over the world. With Nucor Steel-South Carolina serving as the host mill, attendees had the opportunity to take a plant tour. Other scheduled events included a golf outing and technical sessions on various topics in both melt shop and rolling mill technology.

PMENT / CONFERENCES

THE 136TH ANNUAL MEETING OF THE CLEVELAND ENGINEERING SOCIETY

May 5 | Cleveland Zoo: Primate, Cat & Aquatic Building

R.E. Warner was proud to show our support as an event sponsor as the Cleveland Engineering Society celebrated 136 years. During the association's 136th annual business meeting, CES honored their annual Leadership Award Winner, scholarship winners and inducted new Board members. The program included a presentation of the new Tiger Passage. R.E. Warner was responsible for construction layout surveying services for the new tiger exhibit.

INDUSTRY NETWORKING DOWN TO A TEE

Over the summer, professionals from R.E. Warner's team called time out from design, project management, to-do lists and ringing phones to enjoy the afternoon outdoors with clients, teams, friends and colleagues at the following golf outings:

Association of Iron & Steel Technology

- July 18, Annual Northwest Indiana Business Round Table golf outing at White Hawk Country Club in Crown Point, Indiana
- July 25, Team Foursome at the Northeastern Ohio Member Chapter Canton golf outing at Shady Hollow County Club in Canton
- August 18, Midwest Member Chapter golf outing at Sand Creek Country Club in Chesterton, Indiana
- August 29, Team Foursome at the Northeastern Ohio Chapter Cleveland golf outing at Medina Country Club

Cleveland Engineering Society

- August 4, Hole Sponsor and Team Foursome at the 39th Annual CES Golf Outing at Boulder Creek Golf Club in Streetsboro

ASSOCIATION INVOLVEMENT

Rich Carpenter, Project Director, **is now a TAPPI member.** TAPPI is the oldest and largest membership organization serving all sectors of the pulp, paper, packaging, and converting industries worldwide. TAPPI helps members find better and faster ways of doing business.

Congratulations to **Ryan O'Hearn, EIT**, Structural Engineer, who was **installed as Secretary of The American Society of Civil Engineers** in July.

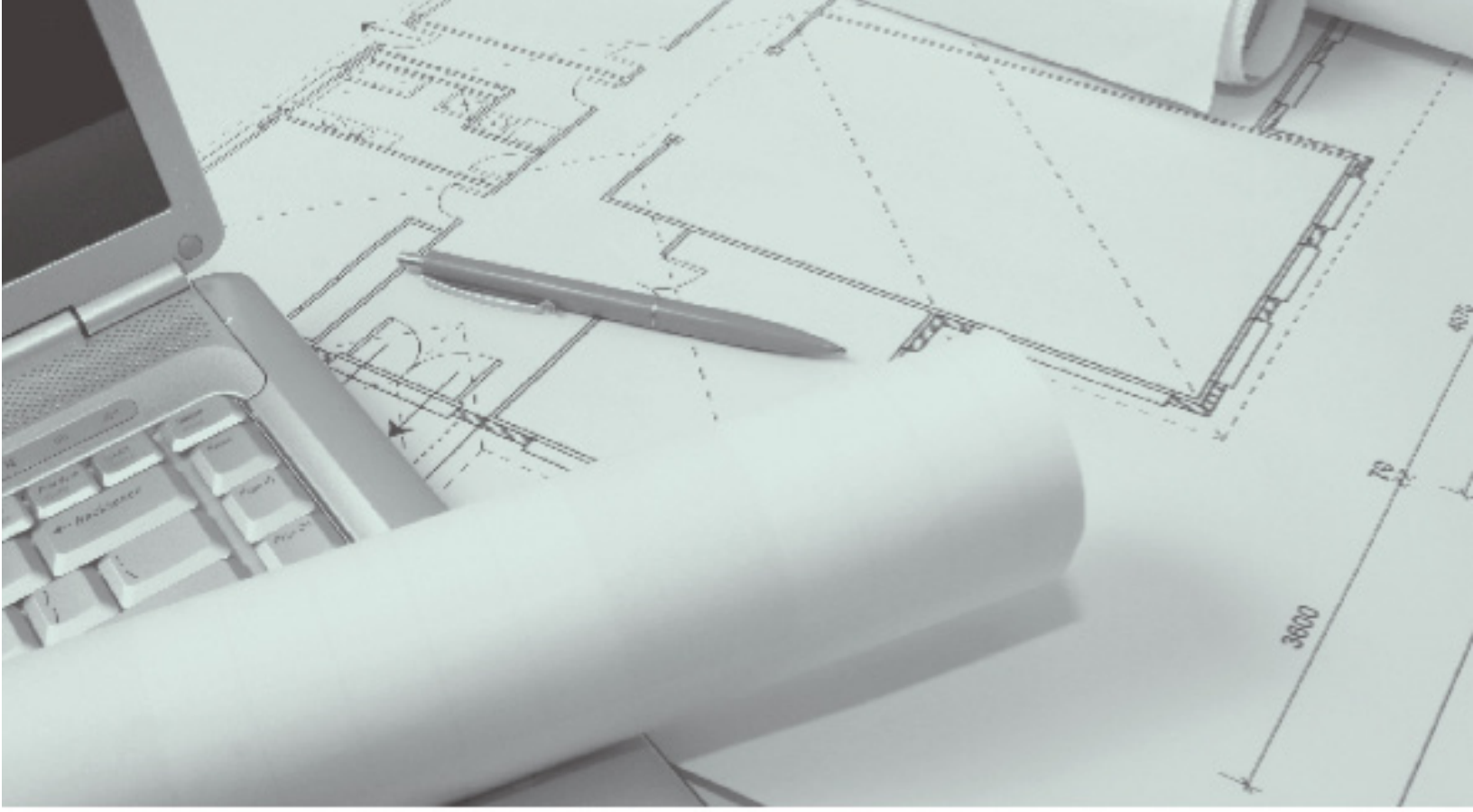
Congratulations to **Sandi Matgouranis**, Marketing Assistant, for being **elected secretary of the 2016-2017 Society For Marketing Professionals Services Board**, Northeast Ohio chapter.

CONTINUING EDUCATION

National Highway Institute Certificate of Training: **Doug Tober,** Senior Project Manager, has completed **10 hours** of instruction in **FHWA-NHI-142046 Bicycle Facility Design** hosted by the Ohio Department of Transportation.

Dave Brunner, Project Manager, has diligently and with merit **completed a OSHA 10-Hour Hazard Recognition for the General Industry Course** on September 1, 2016 from the OSHA Education Center and the American Safety Council Inc.

In compliance with the FAA's new Small UAS (Unmanned Aerial System) Rule (Part 107) that went into effect August 29, we're pleased to announce R.E. Warner's **Mike Lawver**, GIS & Aerial Mapping Coordinator, **passed the new FAA Part 107 Small UAS test**, granting him license to fly any drone under 55 lbs commercially in the United States.



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.

We invite you to contact many of our peers to discover how working with R.E. Warner can be economical, efficient, professional and down right pleasant!

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