R.E. WARNER
& ASSOCIATES INC.

ENGINEERS
ARCHITECTS
SURVEYORS
CONSTRUCTION MANAGERS

Excellence BY DESIGN

WINTER 2019/2020

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

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ON THE COVER: OUR PLAZA RENOVATION PROJECT FOR TRI-C WAS RECENTLY FEATURED IN PROPERTIES MAGAZINE (PAGES 8-9)

PRESIDENT'S MESSAGE

by Ted Beltavski, PE, MS

Dear Colleagues,

By the time you are reading this, it will be January 2020 – officially the start of a new decade.

In the immediate term, that doesn't mean much. The changes over the coming year will likely be subtle continuations of shifts already begun. But it is a trigger for reflection.

We tend to look back at decades holistically, the major themes of change becoming apparent only in hindsight. The 2010s will be no different, though through reading a sampling of the dozens of decade "look back" articles circulating right now, I'd say we have a pretty good handle on the defining changes and trends, though more will surely come to light as time passes.

As a firm, we've been reflecting on the major change and trends that affected our business over the last 10 years. You can read more about this on pages 10-11; however, I've also been contemplating the decade ahead – the challenges and changes on the horizon, and how we will prepare to meet them.

But more important than just thinking about these things, is taking action to set our firm up for success. The Board and I continue to work to make smart investments in our resources and people to ensure we are able to meet the ever-changing demands of the market.

To that end, I invite you to let me know what we can do to better serve you in the decade ahead.

Best wishes,

Ted A. Beltavski, PE, MS
President

WHAT WE'RE WORKING ON

Featured recent projects across our markets

METALS MARKET

NEW EDGE TRIM LINE

A metal manufacturer is planning to install a new edge trim line at its Coshocton Works facility. The equipment will provide edge trimming of various grades of stainless steel coils. R.E. Warner has been contracted to provide engineering services to facilitate installation of the primary and support equipment. Our scope of work consists of the preparation of civil/structural, mechanical and electrical construction documents and shop fabrication drawings.

The project includes site concrete removal and excavation, foundations, electrical routing, interconnecting hydraulic and pneumatic piping and routing, operator platforms and stairs, relocation of an existing dust collector and ductwork, mechanical installation of a new process control room, conduit/cable tray layouts and schedules, and electrical grounding plan.

NEW ROUGHING STANDS

R.E. Warner is providing professional services for detailed engineering for new roughing stands at at a metal manufacturer's Petersburg, VA facility. Our team has been contracted to provide design drawings and notes for architectural, structural, HVAC, piping, fire protection, electrical and civil disciplines. The objective of the project is to install a new roughing mill to increase the mill capacity, including installing new equipment provided by SMS Group GmbH as well as buildings.

WASTEWATER DISCHARGE SEWER RE-ROUTING

In order to comply with the Ohio EPA's NPDES permit, the EPA has directed a metals manufacturer to re-route its effluent that discharges into Tuby Run in Shelby, Ohio. To comply, the plant is planning to pipe the water to an existing municipal sanitary sewer. R.E. Warner is providing engineering and surveying services for a study to pipe the wastewater by gravity to the existing sanitary sewer system and develop a +/- 25% opinion of probable construction cost for the option. Our scope of services includes: reviewing existing utility, site and as-built drawings; performing a topographic survey; developing a proposed gravity wastewater discharge sewer routing to tie into the existing city sanitary sewer; calculating size pipe diameter and determining capacities and allowable flows; providing a report discussing feasibility, with pros and cons for the project; and providing a +/- 25% opinion of probable construction cost estimate.

CASTER ALIGNMENT

R.E. Warner provided laser tracking services required for setup, control and as-built services for Vallourec Star's Caster Alignment in Youngstown.

AUTO & MANUFACTURING MARKET

PLANT ROOFTOP SURVEY

R.E. Warner is providing surveying services in support of the design of a solution to flooding issues at an auto manufacturer's plant in Brookpark, Ohio. The survey will include a rooftop drainage table indicating the type, size and condition of existing drainage inlets and the areas contributing to each.

BUILDING EXPANSION

R.E. Warner is providing Structural/Architectural, Electrical, Mechanical, and Civil/Site services for constructing an expansion at a Cleveland paint manufacturing plant. The 240 SF expansion will consist of three new concrete masonry unit exterior walls and one interior wall that will adjoin the existing structure with a metal decking roof supported by steel beams.

NEW SALT DOME

R.E. Warner is providing survey and engineering services in support of a proposed new pre-fabricated salt dome structure at an auto manufacturer's plant in Brookpark, Ohio. The proposed salt dome will be a vendor supplied and designed building. The objective of this project is to provide design drawings for the location and installation of the pre-fabricated salt dome. Our scope of services includes a topographic survey; site plan, topographic/grading plan, and pavement plan; foundation and wall plans, details and sections; power and lighting drawings for two yard floodlights; and construction support.

NEW ECOAT TOTE/DRUM FILLING FACILITY

R.E. Warner is providing preliminary and detailed engineering services for the installation of a new Ecoat Tote/ Drum Filling facility to be located at a paint manufacturer's resin plant in Delaware, Ohio. Our scope includes topographic survey and geotechnical study, building/ equipment general arrangements, and civil, structural, architectural, process, mechanical, and electrical design. Work includes site investigations and elevations, basis of civil/structural design, calculations for utility requirements, process piping and instrumentation diagrams, process flow diagrams, utility P&I diagrams, equipment list, electrical single line diagrams, updated electrical hazardous classification map, lighting, heat tracing study, preliminary project instrumentation list, process and utility systems, upgrades to other auxiliary systems, facilities layouts of buildings, plot, and site improvements, equipment, and storage, equipment specifications, construction cost estimates and documentation for demolition.

POWER MARKET

STEAM PIPE STUDY

R.E. Warner is providing preliminary engineering design to replace an existing underground steam line with an above ground steam line, roughly one mile long, at a chemical processing plant in Ashtabula, Ohio. Our scope of work consists of mechanical, electrical, and structural design for preparation of drawings, specifications, and cost estimates for new pipe routing and pipe supports, DCS connection locations, instrumentation for temperature transmitter connection, basic raceway route, and needed pipe support structures.

SUBSTATION IMPROVEMENTS

R.E. Warner is continuing to provide electrical engineering services to FirstEnergy on an on-going basis for maintenance, upgrades, and repairs at various substations under its operation. Projects primarily include equipment and instrumentation improvements, such as adding operational metering, replacing revenue metering, replacing distribution and transfer breakers, adding line relaying, disconnect switches, adding lightning arresters, replacing CCVT auto voltage control relaying, and more.

GOVERNMENT MARKET

CITY OF CLEVELAND CITY-WIDE POOL IMPROVEMENTS

The City of Cleveland owns and operates numerous indoor and outdoor pools as well as splash pads throughout the City. The Director of Mayor's Office of Capital Projects, together with Public Works, has conducted a conditions assessment of these facilities to determine capital improvement needs. The assessment identified first-priority capital improvements at the Luke Easter Park outdoor pool, Forest Hill Park outdoor pool, Zone Recreation Center splash pad, and the Gunning Recreation Center indoor pool.

To support the City in completing the needed improvements to the pools systems, basins, and pool buildings, R.E. Warner has been contracted to provide architectural/engineering design services.

The scope of work includes architecture, ADA compliance, structural, electrical, and mechanical engineering, cost estimating, and environmental/hazardous materials services. Counsilman-Hunsaker is our team's pool design subconsultant and TEC Inc. is our MEP subconsultant.

FRENCH CREEK WWTP – BAR SCREENS

Preparation of structural, mechanical and electrical bid documents for the replacement and/or rebuild of the two influent bar screens located in the lower chamber of the influent well at the French Creek Wastewater Treatment Plant in North Ridgeville, Ohio. The goal of this project is to upgrade the existing WWTP screening systems to improve efficiency and performance.

COMMERCIAL & INSTITUTIONAL MARKET

CONSTRUCTION SURVEYING - UNIVERSITY HOSPITALS AHUJA PHASE 2 EXPANSION

R.E. Warner, as a subconsultant to Osborn Engineering, is providing professional surveying services for the UH Ahuja Phase 2 Hospital Expansion project in Beachwood. Our survey scope for this project includes performing a boundary and existing conditions survey consisting of approximately 46 acres. R.E. Warner served as record surveyor for the Gilbane Building Company at the UH Ahuja Medical Center Phase 1 project.

SITE DESIGN IMPROVEMENTS

TCV Development has contracted R.E. Warner to assist the owner of Union Home Mortgage with site improvements at a property it has recently purchased. Union Home Mortgage now owns the former ITT Technical Institute property located to the west of their current property in Strongsville and is looking to renovate the existing site and buildings. The site improvements include a topographic survey of the existing site, repaved sidewalks, re-surfaced asphalt pavement, and modified drainage structures. REW is providing construction documents to aide TCV Development in the bidding of these site improvements.

NEW CONSTRUCTION SITE DESIGN

The owner of Reflections Lazer Spa has purchased a property on Pearl Road in Middleburg Heights and is developing the site for a new office building. The site development will include a 4,000 SF single story office building with proposed parking lots, sidewalks, and new utility connections. R.E. Warner has been contracted to provide construction documents for these site improvements. Our scope of services includes a topographic survey, land use submittal/local jurisdiction coordination, and civil engineering including site demolition and site preparation plans, site layout and dimensioning plans, site utility and drainage plans, stormwater sediment and erosion control plans, site details and general notes.

REW SETS NEW TOYS FOR TOTS RECORD!

On November 12th, R.E. Warner hosted colleagues and clients for our Fifth Annual Open House and Toys for Tots Benefit, raising more than $4,700 – a new record! – plus dozens of toy donations in support of Toys for Tots. More than 100 attendees spent the evening mingling, enjoying festive refreshments, shopping the Holiday Market, and bidding on Chinese Raffle prizes like premium tickets to Cleveland Cavaliers and Indians games, vacation packages, restaurant gift cards, family attraction tickets, and more.

All of the funds raised at our open house support The U.S. Marine Corps' Toys for Tots Foundation, started more than 50 years ago to ensure our country's less fortunate children experience the magic of the holidays. We thank all of our guests, donors and vendors for helping us bring joy to a children this holiday!

R.E. Warner started our annual Toys for Tots drive back in 2006 as part of our philanthropy efforts to give back to our community. Over the years, as clients and colleagues became interested in supporting the initiative, it evolved from being a primarily internal company undertaking to the unique holiday open house/benefit it is today. We feel very lucky to be able to give to this wonderful cause through hosting an event that at the same time allows us to enjoy the company of those we work with day in and day out throughout the year.

REW IN THE NEWS

A round-up of recent project profiles and staff interviews

Properties
NORTHEAST OHIO'S MONTHLY REALTY, CONSTRUCTION & ARCHITECTURE MAGAZINE

Unite + Revitalize

Cuyahoga Community College Metropolitan Campus transforms with plaza upgrades

By Scott Esterly | Photos by Cory Klein Photography

What began as merely a waterproofing and infrastructure project became a truly transformative construction endeavor at the Metropolitan Campus of Cuyahoga Community College (Tri-C

***Properties* Magazine Features**
Tri-C Plaza Renovation

The Cuyahoga Community College Metro Campus Plaza renovation was one of the featured projects in the October issue of *Properties* magazine. Considered a "transformative" project in downtown Cleveland, the renovation encompasses an overhaul of the campus' concrete plazas originally constructed in the 1960s making them more inviting as well as improving the connectivity of the campus and its surrounding environment. R.E. Warner has been proud to provide civil, structural and survey services as a consultant to City Architecture, the Architect of Record on the job, and we are especially honored to have received the following shout-out in the article:

"The most precarious aspect of the plaza redesign was carefully adhering to weight sensitivity of the below-grade structures. […] Another key weight consideration was what is essentially a green roof to the garages below. The fact that soil weighs more than concrete was important to decision-making, so every inch had to be specified and designed, [Alex] Pesta [of City Architecture] notes. 'R.E. Warner, acting as structural engineer, devised a colored key-plan chart system which aided in decisions on how deep the soil could be in certain areas, thereby dictating in part what types of plants and especially the type and where trees could be planted."

Click here to read the full story

olio notes

Ohio Surveyor's 25 Years Reflects in Cleveland Skyline

For Engineering Student, Field Work Determined His Career.

BY PERRY TRUNICK

It's actually not an uncommon story. Chris Tomko, PE, PS and senior project manager for R.E. Warner & Associates Inc., didn't set out to become a surveyor. His exposure to the profession came through his pursuit of a degree and career in civil engineering.

While we can't quite call it "the best job you never heard of," it does seem that a number of career surveyors found their career because one or more aspects of the profession were attractive directly attributable to your efforts. Still, that doesn't seem to dissuade many career surveyors, and as Tomko describes it, he feels like he is "in the game."

Tomko earned his B.S. in Civil Engineering from Cleveland State University and began working for R.E. Warner & Associates Inc. in Westlake, Ohio. He has spent 25 years in the profession and is licensed in Ohio as both a professional engineer and a professional surveyor.

Chris Tomko, PE, PS is ser... manager, R.E. Warner & Asso... Westlake, Ohio. His career as a p... engineer and professional surv... 25 years wi...

involving some of Cleveland's ar... major sports venues. The compe... year shout out" acknowledging ... growth and contribution noted:

Because of his dedication an... cal excellence, Chris has bec... "go to" construction surveyi... sultant for contractors worki... highly visible projects in Cle...

Surveyor Chris Tomko, PE, PS Featured in *Point of Beginning* magazine

Chris Tomko was selected as the featured professional for ***Point of Beginning*** magazine's career profile column in the October issue.

The article reviews the highlights to date of Chris' 25 years at REW, following his career path from starting out as a civil engineer to becoming one of the premier construction surveyors in Northeast Ohio. Chris also shares his reflections on pursuing a career in surveying.

Click here to read the profile.

REW President Ted Beltavski, PE, Featured in *The Zweig Letter*

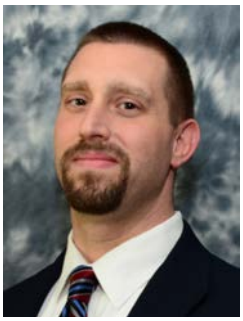
R.E. Warner President Ted Beltavski was featured in a recent "Conference Call" column in ***The Zweig Letter*** - a weekly series of interviews with leaders of ZweigWhite "Best" and "Hot" firms. In it, Ted shares his thoughts on the issues and topics that are top-of-mind in the A/E/C industry.

Click here to read the interview.

PERSPECTIVES & INSIGHTS

Architecture

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.

PROFESSIONAL INVOLVEMENT

Highlights of recent industry participation

WESTLAKE SCHOOLS STUDENT MODEL HOME DESIGN CONTEST

Senior Structural Designer Tom Kunsman (pictured below, far left) presented tips abd techniques on Revit and AutoCAD at a Westlake High School Super Saturday session with students participating in the 23rd Student Model Home Design Contest. Super Saturdays are a WHS program where design professionals come in and answer questions about Revit and AutoCAD from students learning CAD. Students will be working on their contest designs through January, with judging on January 17th at the Cuyahoga Valley Career Center in Brecksville. WHS students will be defending their title after placing four teams in the Top 10 last year.

CSU RECOGNIZES REW AS EXCEPTIONAL INDUSTRY PARTNER

The Fenn Co-op Program and Cleveland State University Washkewicz College of Engineering recently recognized R.E. Warner as an exceptional Industry Partner at its recent Employer and Student Appreciation Night. Our firm is proud to have built a mutually beneficial relationship with the College that has resulted in several excellent new graduates joining our team. Moreover, we enjoy the opportunities to serve as mentors and speakers to CSU students and as program advisors for the College administration team.

REW STAFF ARE PROUD MEMBERS OF:

SEE YOU AT AISTECH 2020!

Attention all Metals clients and colleagues — save the date and plan to join us at AISTech 2020! Taking place May 4-7, 2020 in Cleveland at the Huntington Convention Center, our project managers and senior designers will be at the convention as exhibitors and attendees. Come visit us at Booth 2910!

AISTech — dubbed "Steel's Premier Technology Event" — features technologies from all over the world that help steel producers to compete more effectively in today's global market. AISTech is a can't-miss event for anyone involved at any level of today's steel marketplace, providing perspective on the technology and engineering expertise necessary to power a sustainable steel industry.

NEWS OF NOTE

RECOGNIZING JESSICA PARSSON - 5 YEARS AT R.E. WARNER

We are pleased to announce that Jessica Parsson recently celebrated her 5-year anniversary with R.E. Warner. Jessica joined the firm on November 10, 2014 as Accounting Assistant.

Jessica is a key member of the administration team, ensuring that day-to-day accounting tasks are attended to. Coordinating everything from payroll, to accounts payable/receivable, to assisting with HR needs, she wears many "hats" and carries out multiple essential administration functions for the firm.

Please join us in congratulating Jessica on her five year anniversary!

RECOGNIZING DAVID WALLS - 5 YEARS AT R.E. WARNER

We are pleased to announce that David Walls celebrated his 5-year anniversary with R.E. Warner. David joined the firm on December 1, 2014 as Senior Electrical Engineer and was promoted to Electrical Department Manager in 2017 for his strong technical and leadership abilities.

David has more than 20 years experience in electrical design covering the heavy industrial, chemical, power, automotive, commercial, and government sectors. His experience includes all facets of electrical design from high voltage to low voltage. He has provided technical excellence in the successful execution of many of R.E. Warner's major projects, including CMC's new micro mill in Durant, OK, Ford's Powerhouse modular switchgear building relocation, BWXT's Barberton manufacturing building expansion, Gerdau Monroe's high voltage yard revamp, Arconic Martinsville's DED equipment installation, Tri-C's college wide electrical infrastructure maintenance, Gerdau's RM structural and merchant capacity expansion, Cleveland Water Department's new Aurora Road pump station, and the NEORSD Westerly WWTP low voltage equipment replacement, to name a few.

He has played a key role in recruiting, hiring, developing and maintaining R.E. Warner's electrical staff to achieve the company's business and technical goals. In particular, he has led the development of the team dedicated to executing electrical engineering projects at transmission and distribution substations. He ensures technical quality within the department, including making sure the team is current with engineering techniques, practices, methods, and equipment.

Please join us in congratulating David on his 5 year anniversary and his many contributions to R.E. Warner.

REW ANNOUNCES BOARD TERM EXTENSIONS, NEW SHAREHOLDER ELECTION, AND NEW DEPARTMENT MANAGER

The R.E. Warner Board of Directors is pleased to announce that Ted Beltavski (pictured left) and Matt Benovic's (middle) board seats have been extended for three years following the election held in December 2019 for terms beginning January 1, 2020. They will continue to serve as firm President and Treasurer, respectively.

In addition, the Board is pleased to announced that Wayne Gallion (right) has been nominated and elected a new firm shareholder.

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.

Wayne's title was also recently changed from Senior Project Manager to Substation Department Manager. The title change reflects the evolution of his role and the current functions and responsibilities of his position.

Congratulations!

NEW TEAM MEMBERS

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

BRIAN WALSH // MECHANICAL DESIGNER

We are pleased to welcome Brian Walsh as a new member of our mechanical team. Brian joins us as a mechanical designer.

Brian has over 36 years of experience in drafting and design of HVAC, duct work, piping, associated equipment as well as various plumbing systems. His portfolio includes projects across the federal/military, state, municipal, commercial, residential, retail, educational, medical, nuclear, pharmaceutical, light industrial, historic restoration and adaptation and various other sectors. He is proficient in AutoCAD 2019.

ABIGAIL LEIGH TYSON // ELECTRICAL ENGINEER

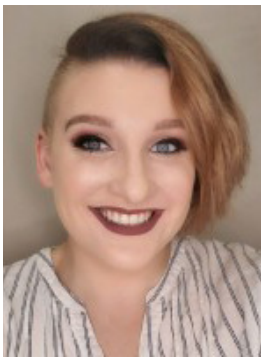
We are pleased to welcome Abigail Leigh Tyson as a new member of our electrical team. Abigail joins us as a contract electrical engineer.

Abigail is a recent graduate of Case Western Reserve University where she earned a Bachelor's of Science in Electrical Engineering. Her coursework focused on computer hardware, with additional experience in signal processing, solid state devices, and circuitry. Her software experience includes working with Java, MATLAB, Verilog, FPGA, and other hardware and software engineering tools.

ELEANOR BETTRIDGE // ELECTRICAL ENGINEER

We are pleased to welcome Eleanor Bettridge as a new member of our electrical team. Eleanor joins us as contract electrical engineer in the Substation Department.

Eleanor is a 2018 graduate of the University of Toledo with a Bachelor of Science in Electrical Engineering Technology. She recently relocated to Cleveland. Previously, she was the Lead Electrical Design Engineer for the Telehandler product line and related projects (NPD & Production) at Manitou Equipment Americas. There, she was responsible for maintaining part libraries, drawings, internal standards, and other team reference documents. She is skilled in AutoCAD, VeSys, Microsoft Office, and Google Suite.



BRIAN CUNNINGHAM // ELECTRICAL ENGINEER

We are pleased to welcome Brian Cunningham as a new member of our electrical team. Brian joins us as contract electrical engineer in the Substation Department.

Brian is a recent graduate of St. Cloud State University in Minnesota where he earned a Bachelor of Science in Electrical Engineering. While pursuing his degree, he also worked as a Distribution Planning Intern at Xcel Energy in Twin Cities. His duties included processing, reviewing, and screening solar application data; distribution system modeling and hosting capacity analysis; load risk analysis; engineering study document collection and preparation; future distribution demand forecasting; and others.

LARRY PITORAK // CHIEF FINANCIAL OFFICER

We are pleased to welcome Larry Pitorak to R.E. Warner. Larry will be serving as our consulting CFO. In this role, he will assist our firm as we position ourselves for growth, including providing insight for short/long-term forecasting as well as related work serving as "value added" functions in our accounting department.

Larry has more than 35 years of executive experience in manufacturing, distribution, wholesale, retail (brick-and-mortar) and direct marketing (catalog and online), mergers and acquisitions, and tax. Notably, he was with Sherwin Williams from 1973-2001, serving as CFO from 1991-2001, during which time he directed all facets of the worldwide financial organization and was an active participant in strategic planning, acquisitions, joint ventures, subsidiary operations, and licensing activities.

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

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

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

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

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

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

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ENGINEERS
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SURVEYORS
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