

# INSIDER



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# The Power of Professionalism

# Congratulations, AV-ators!



We placed #49 on the Zweig Group's 2015 Hot Firm List. The 100 firms on the list represent the fastest-growing architecture, engineering, planning and environmental consulting firms in the U.S. and Canada.

*These are the firms that have outperformed the economy and competitors to become leaders in their chosen fields.*

— The Zweig Group

[https://zweiggroup.com/awards/the-zweig-letter-hot-firm-list/2015\\_winners.php](https://zweiggroup.com/awards/the-zweig-letter-hot-firm-list/2015_winners.php)  
Kudos all around! Keep up the great work and continue to Do Right.

# Professionalism

noun | pro-fes-sion-al-ism

the skill, good judgment, and polite behavior that is expected from a person who is trained to do a job well



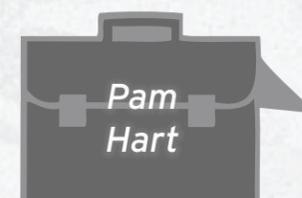
## Executives share their **SECRET** tips on professionalism



*"Presence. It's not what you say, it's how you carry yourself. Know when to be in command and when to be subordinate."*



*"It's all about balance."*



*"Dress for the job you want, not for the job you have."*



*"Always communicate in a respectful manner and leave self-interest at the door."*



*"If you're on a conference call and you're not speaking, please make sure to put yourself on mute."*



"professionalism." Merriam-Webster.com. 2015.  
<http://www.merriam-webster.com> (11 August 2015).

# INSIDER

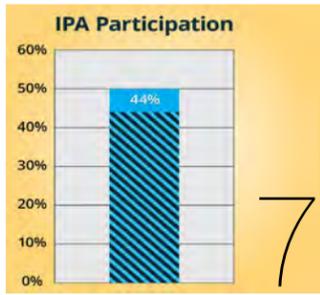
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## INSIDER EDITORIAL



Welcome AV-ators to the Summer 2015 issue of our Insider magazine. You'll notice we've been upgrading the Insider with new graphics, layouts and sections to increase the professional level of our digital and printed publication. In this issue we really focus on what "professionalism" is. Webster defines professionalism as:

**"The skill, good judgement, and polite behavior that is expected from a person who is trained to do a job well."**

It's hard to argue with that, however, at Alta Vista we're adding to that every day. One of the key components to doing a job well is having a balanced approach and this issue of the Insider tackles the topic of professionalism from every angle. Our "Employee Spotlights," "Certification Announcements" and "Value and Mission Awards" segments show great examples of our AV-ators achieving professionally. This issue's contributors provide features that really address the balance needed to be a true professional. From CEO Mazen Wahbeh's article that gives us a view on how clients perceive us to HR Vice President Pam Blakey-Hart's piece on planning your 401k for the peace of mind that resources will be there when you retire, we see that there's more to being a professional than exhibiting good behavior.

Competency is the foundation of professionalism. Our quality manager Mohammad Fatemi discusses how our Internal Performance Assessments (IPAs) keep our professional momentum going and the company growing. You can get an A+ in the technical part of your job but if you don't know how to communicate, the results of your efforts can be failure. Jordona Jackson Smith addresses communication and professionalism in her article and gives a few tips that can have you communicating like a pro! Professionals also have to be aware of their surroundings and the social fabric they exist in. This issue also covers Alta Vista's participation in the TLC for Kids Sports Program where AV-ators came together to give a local children's sports field a much-needed facelift.

The staff and contributors here at the Alta Vista Insider hope you enjoy our new look and feel. Don't hesitate to contact us directly with comments on the newsletter. It's the 21st century, after all, and information exchange is a two-way street.

**BART NEY**  
CHIEF COMMUNICATIONS OFFICER

# CONTRIBUTORS:

## inside scoop

the writers & illustrators

If you were a flavor of ice cream what would you be and why?

**SAIED KHAN**  
Chocolate,  
because I'm everyone's favorite.

**PAM HART**  
Pecan Crunch,  
because it reminds me of my grandfather.

**BART NEY**  
Double Chocolate Malted Crunch,  
because it reminds me of when I was a boy and I used to save up 35 cents and ride my Huffy bike down to Thrifty's Ice Cream.

**LINDSAY ESKILDSEN**  
Mint Chocolate Chip,  
because I bring a refreshing and cool attitude with a touch of a hard edge.

**JORDONA JACKSON**  
Coffee,  
because even if I were ice cream, I would still need to be caffeinated.

**MAZEN WAHBEH**  
Mysterious Chocolate,  
because I like the idea of trying new things and exploring new adventure. Plus I like chocolate.

**JINESH MEHTA**  
Coconut Flavor Frozen Yogurt,  
because of less guilt.

**PAT LOWRY**  
Mystery Flavor,  
because you never know what you're going to get.

**TONYA ARIAN**  
Mint Chocolate Chip,  
because it's classic, fun and refreshing.

**JOYANNE MANN**  
Cookies N' Cream,  
smooth and personable, but a kid at heart.

**MIKE BENNETT**  
Rocky Road,  
because it's real life. Some soft parts, some hard parts, but always cool.

**LAUREN IWASAKI**  
Vanilla,  
because vanilla's main location of cultivation is Madagascar, which is an island, and I like islands.

**MOHAMMAD FATEMI**  
Nutty Chocolate,  
because I can be a little nuts.



## ON THE COVER:

In true Alta Vista form, the AV-ators pictured have joined forces with other industry leaders to prepare for the Statewide oral presentation and, ultimately, improving the quality of California's roadways and making them safer for motorists.

Cover Photo courtesy of Alta Vista  
(Order from left to right)

Top row: Jamie Schlarb, Bob Stachel, Michael Bennett

Middle Row: Patrick Lowry, Andy Rogerson, Rajni Sukhwani, Robert Petska

Bottom Row: Jinesh Mehta, Mohammad Fatemi, Mazen Wahbeh, John Barsom, Mike Foerder, Peter Siegenthaler

# Birds of a Feather

By: Mazen Wahbeh, Ph.D., P.E.  
Chief Executive Officer

We're more than halfway through 2015 – a good time to reflect on our successes, our future and how Alta Vista is changing. The change that is happening loudest is growth.

If you've recently spoken with our Vice President of Human Resources, Pam Blakey-Hart, you would know that things are happening at Alta Vista, and they're happening fast. Partly enthusiastic, partly frantic, Pam is trying to fill more than 20 positions with highly-qualified, highly-conscientious and highly-professional future AV-ators. This probably isn't news to you. You've probably seen emails from Pam requesting referrals, or noticed position listings.

From previous experience, we have found that employee referrals are an extremely effective tool in attracting future talent, proving the proverb "birds of feather flock together" to be true.

When you build a company upon a foundation of strong professionals, you can be successful in even the most challenging circumstances. For example, a long-time client went through some major political, technical and personnel

challenges, but the professionalism of our staff remained consistent throughout this difficult period. While the nature of the challenges and subject matter was constantly in flux, our staff dealt with every issue with the highest regard for the client. There was no doubt – in our minds or theirs – that they were our top priority.

After a few years, the project's budget was reduced and the client was forced to downsize, which naturally left them feeling uncertain. At the same time, AV-ators had opportunities to move on to other parts of the country, and even abroad, in order to meet the needs of new projects and clients. So this client had to adjust to these, and other, changes.

Our staffing changes could have easily compounded the stress that the client was already experiencing and strained our relationship with them. As members of our staff were reassigned and relocated several times, the client was always reluctant to let go of them, as our team held key positions on this project. But each time we prepared for a

personnel change, I looked the client in the eye and told them to trust us. I assured them that they would enjoy working with this new person. The first few times, the client was extremely hesitant, but as a company we have the same obligation to our AV-ators that we have to the client, and we had to make these

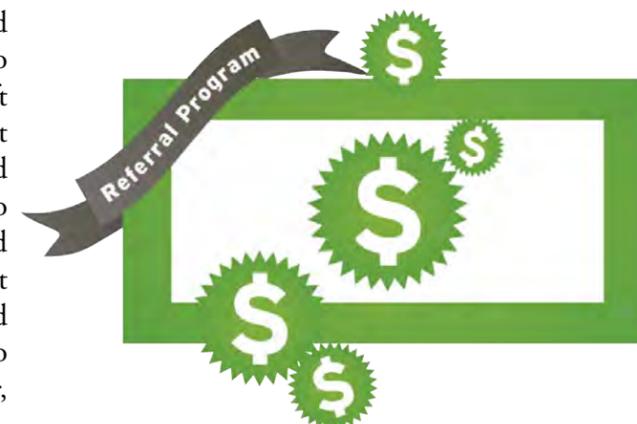
the client, who eventually said, "I don't know how Alta Vista does it, but I have never seen a firm that provides such high-quality professional staff."

The formula here is simple; it starts with our hiring process and training program, which is combined with a culture of nurturing and developing our staff, and results in the ability to provide our clients with the best consultant services they have ever experienced. These are the words we live by and this is the vision that carries us through challenges.

So as you network and make contact with the people in your professional circles, keep Alta Vista in mind. We're looking for birds of the Alta Vista feather to add to the flock.

Let's wish Pam and her staff the best of luck in filling these positions with high-quality AV-ators. Know that this is a great problem to have; it's good for all of us and good for Alta Vista's sustainability in the coming years.

Do Right.



**Refer a future AV-ator and receive \$1,000 for each referral**

changes. We had to give our staff the opportunity to continue growing and learning from new experiences. As time went by and our performance remained top notch, we continued to earn the confidence and trust of

## AV-ATORS PREVIOUSLY DISCOVERED THROUGH OUR REFERRAL PROGRAM



**Justin Chen**  
Referred by  
Tatevik Janvelyan



**Peng Zhang**  
Referred by  
Yang Zhu



**Patrick Young**  
Referred by  
Brooks Weisser



**Shuo Zhang**  
Referred by  
Yang Zhu

- Have you seen the flurry of recent activity in the Human Resources department?
- Have you seen the internal and external job postings?
- Are you familiar with the referral program for hiring staff?

Check out our Careers page for current job opportunities:  
<http://altavistasolutions.com/careers/>

# Continuous Improvement: One IPA at a time

By: Mohammad Fatemi, Ph.D., P.E., PMP  
Performance Manager

# I P A Internal Process Assessment



**B**y now, AV-ators are fully versed in the concept of IPAs—yes, the good old Internal Process Assessment. We have been using IPAs as a tool to find improvement areas. The refined process, initiated in early April 2015, streamlined the initiation and submission of IPAs. And it is one of Alta Vista’s business goals for 2015 to have a 50% participation rate for creation of IPAs, i.e., one out of every two AV-ators should initiate at least one IPA by end of the year. The reasons behind this objective are twofold:

**1** To ensure all staff members feel the ownership of our processes by pitching in with new ideas. This is improvement from bottom up and will be shared by all.

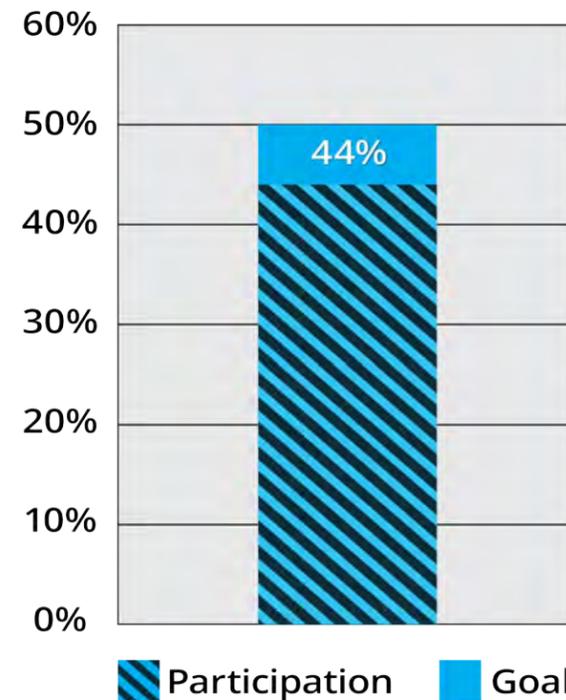
**2** AV-ators involved in day-to-day operations are the best sources for developing ways to improve.

The current IPA form, adopted from Toyota’s legendary A3 system, is an online form that only takes a few minutes to complete and submit. The form is located on the SharePoint Performance home page.

The Performance page on SharePoint also has up-to-date statistics on the participation rate by profit center and as a whole, as shown on page 8. As of July 31, 2015, we are at 44% overall participation. We are more than half way there. Way to go AV-ators!

Stop by the Performance page on SharePoint for IPA status updates, as well as a summary of all submitted IPAs.

IPA Participation



IPAs Initiated per Profit Center



## Here is a quick review of the IPAs so far:

51 IPAs have been submitted using the new form as of July 31, 2015.

Some upcoming process improvements arising from the IPAs include:

- Centralizing travel arrangement process in one place for better clarity and ease of access
- Creation of a payday calendar so AV-ators know clearly when to expect their pay
- Streamlining the purchase order process to allow requestors to know when their orders are placed and when to expect delivery
- Creation of a PM calendar so project managers know far in advance to plan for their key activities or briefings
- Increased training for more accurate tax and 401K withholding
- SharePoint training so AV-ators may access full functionality of the software

In summary, our continuous improvement approach to quality management can only succeed with involvement of all AV-ators, and IPAs are a great tool for all of us to put creative ideas in motion. After all, one of Alta Vista’s values is Originality—to embrace challenges as opportunities to find innovative solutions. Let’s use IPAs to do just that. [Do Right.](#)

# COMMUNICATING LIKE A PRO

By: Jordona Jackson

Communications Development Manager

“What’s so amazing about living in the 21st Century is that we can communicate easily and instantly without having to interact with an actual human being.

That was a joke, and an indicator of how technology can hinder open communication. The written word loses tone and, too often, it loses information too.”

At Alta Vista, we make deliberate, thoughtful decisions about what we do and don’t do, and we avoid ad hoc decision making because we know carelessness and thoughtlessness lead to mistakes. Since communication is something we all do every day, let’s do it well. The hierarchy of communication describes a system for determining the best way to communicate given specific circumstances.

## FACE-TO-FACE

The ideal way to communicate with a person is by interacting face-to-face. You should not send an email or place a phone call to a person you can walk down the hall to speak with. Communicating face-to-face allows

for deeper interaction than simple information sharing. Jokes can be told and easily understood, ideas can be conveyed, tension can be perceived and addressed, and disagreement can be discussed openly. It’s also much faster to communicate in person than to spend time sending written messages, waiting for a response, and then responding with another written email. Perhaps most importantly, the human connection that develops when people speak in person is unmatched by other forms of communication.

## VIDEO

If speaking in person is not an option, the best alternative is to chat via video. This allows you to speak face-to-face, albeit through computer screens, and provides many of the benefits of in-person communication. But video communication relies on technology, which we know to be fallible, so it’s not always as effective as meeting in person. If you don’t have a webcam, or if a video chat is just not an option, then a phone call is appropriate.

## PHONE

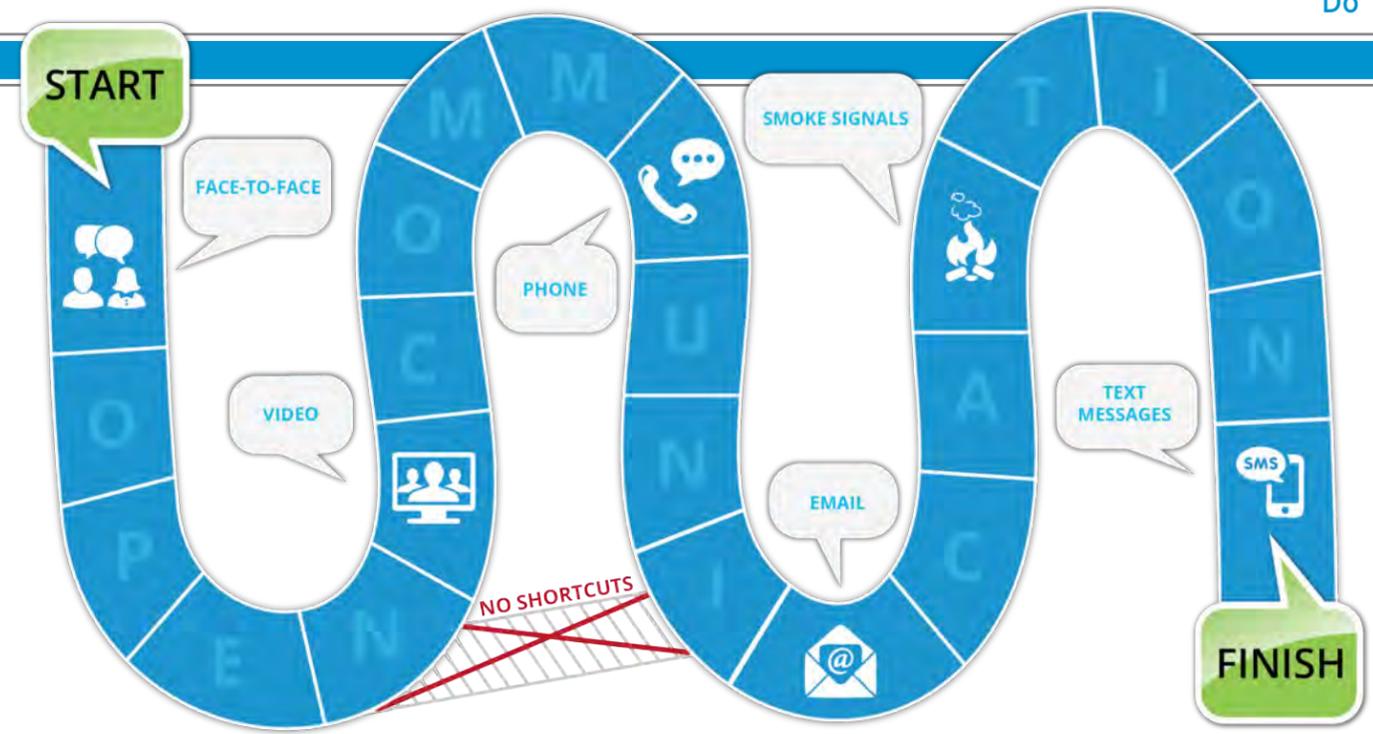
Facial expressions and body language are lost on the phone, but tone can still be communicated vocally, questions can be asked and answered directly, and there is less chance for misunderstandings to occur. Because there’s an element of human interaction, it’s easier to make a personal connection through a phone call than an email.

## EMAIL

Email has some great attributes. For example, you can share substantive information with many people through a single email. It’s also a great channel for sharing documents and other information, like meeting minutes or status updates. However, it’s easy to write bad emails, which end up detracting from the message you’re trying to communicate.

### Six tips for sending great emails:

- 1 Be direct. Communicate the facts clearly and concisely. Keep sentences short and to the point.
- 2 Be factual. Email can be a good way to communicate information, but it should not be used to communicate feelings. If a deeper conversation is needed about the information in an email, send the information and ask for a phone call to discuss the issue in detail.
- 3 Proofread. Nothing takes away the legitimacy of an otherwise strong email like spelling mistakes and grammar errors. Before hitting “send”, take a minute to read your email and make any corrections.
- 4 Invite further discussion. It’s a good rule of thumb to conclude an email by inviting further discussion. While you might think your email was clear, the reader might have



questions or may have misunderstood something. It’s better to get clarity at the beginning of a conversation then waiting until time has been spent on a misunderstood assignment. Be direct in asking for questions if something you said was confusing.

5 Slow down. Everyone loves a prompt response to an email and sometimes it’s appropriate to fire off a quick email. However, it’s good practice to take a moment and think about your response before sending an email. Not only does this help to reduce misspellings and grammar errors, it also gives you time to develop a reasonable, professional response in instances when your first reaction might be an emotional response.

6 Apply the “Media Test”. Before sending an email, ask yourself: If my email ended up in the newspaper or on the web (Hey, it happens!), how would I feel? Applying this test should help train yourself to send emails that you and Alta Vista would be proud of if they went public.

While email is great for sending files and communicating with groups, it is easy for tone to be lost and for information to be miscommunicated. It is also less conducive to asking quick questions. Another downside of email is that its contents are documented. Emails can easily be misinterpreted or taken out of context, especially when accessed by an unintended third party. For this reason, emails should be used primarily to share basic, factual information. They are not a good venue for sharing feelings, addressing conflict or venting. This type of communication is more effective when done in person, by video or over the phone because it provides an opportunity for resolve issues through candid and open discussion. If an email has the potential to leave a reader frustrated, or if the writer needs to share his or her feelings about an issue, it’s probably better to make a phone call or send an email asking for a call or an in-person meeting.

## TEXT MESSAGES

For communicating the most basic

information, smoke signals are preferred over text messages. However, if you have tried every other method of communication – and the smoke signal you sent to warn your colleague that his or her life is in imminent danger was not successful – then you should send a text message. Only in this scenario, or a similarly desperate one, should you resort to text messaging.

The hierarchy of communication is a good guide for determining how to interact with others. However, it is just a guide. More important than adhering to a protocol is the ability to use sound judgement when making decisions. The key takeaway here is that you should have the rationale to defend whatever decision you make. I know, this all sounds like a lot of work, but the goal is to start cultivating good habits. The great thing about habits is that once you start practicing them, they’re hard to break and require less effort to maintain. So let’s start implementing good habits and practicing quality communication. [Do Right.](#)

# WHY INVEST IN A 401(k) PLAN?

By: Pam Blakey-Hart, P.H.R.

Vice President of Human Resources and Administration



**P**rofessionalism does not end when you retire. Professionalism is planning for even after your career ends. One of the best ways to save for your future retirement and ensure your family's monetary security is by enrolling in a 401(k) plan! Even if Social Security remains unchanged in the future, it is only designed to replace a small fraction of your preretirement income. You will need to rely on your own savings to make up for any shortfall.

## WHEN AM I ELIGIBLE?

Eligibility for a 401(k) plan begins after only 30 days of employment, and you must be at least 21 years of age.



## WHAT ARE THE BENEFITS OF ENROLLING?

Besides securing your financial future, there are plenty of benefits of enrolling in a 401(k) plan.

**Save on taxes!** Because the money for your 401(k) contribution is taken out before taxes, you are saving tax dollars right now! With money taken out of your compensation, your taxable income will be less, which will lower your current tax bill. In doing this, you will postpone paying income tax on your 401(k) savings until retirement. In many cases, people have a lower income rate at retirement, which would mean having a lower tax rate and having more after

taxes from your 401(k) savings when you withdraw them than you would have in a regular taxable account.

**Match from Alta Vista!** When you contribute to your retirement, so does Alta Vista! Alta Vista will match you dollar for dollar up to three percent of your compensation. After that, Alta Vista will match 50 cents for every dollar you contribute for three -five percent of your compensation. Your match is 100 percent vested from day one.

**Rollovers!** Did you invest in a 401(k) plan at your previous company? You may roll over your entire account balance from a previous qualified retirement plan into your Alta Vista 401(k) at any time.

## HOW MUCH DO I HAVE TO CONTRIBUTE?

You can contribute as little as you would like or as much as allowed by law. You can contribute a percentage or a set dollar amount of your compensation to your 401(k). Most financial planners suggest the key for retirement is to save at least 10 percent of your income, starting as early as possible. Invest as least five percent in your 401(k) in order to take full advantage of the Alta Vista match! The limit determined by federal law that you are allowed to contribute per year is \$18,000. If you are 50 years of age or older, you may contribute an additional \$6,000 per year for a total limit of \$24,000 per year.

## CAN I CHANGE THE AMOUNT THAT I CONTRIBUTE?

You can increase or decrease your contribution amount on the first day of each plan quarter (January, April, July and October). You may completely stop your contributions at any time.

## WHAT ARE MY INVESTMENT OPTIONS?

The 401(k) plan offers 24 different investments for you to choose from. More funds are being added soon. You can invest in stocks, bonds, cash equivalents, or a mix of all of them. Generally, higher returns are paid for assuming higher risk over longer periods of time. The TA-Retirement

website has some tools to help you understand the level of risk you might be comfortable with.

**Stocks** are shares of ownership in a company. Over the past 25 years, stocks have returned an average annual return of about 9.3 percent.

**Bonds** represent the borrowing of money by a corporation, government, or other entity. Bonds have returned an average annual return of about 7.2 percent over the past 25 years.

**Cash Equivalents** seek to maintain the value of your investments. Over the past 25 years, cash equivalents have returned an average annual return of 4.0 percent (less desirable).

## HOW DO I SIGN UP?

Signing up is easy! You can sign up online, by phone, or by filling out an enrollment form from Alta Vista.

**By Phone:** You will need a touch tone phone in order to enroll by phone. Just call 1-800-401-8726. Select 1 for English or 2 for Spanish. Next, you will be prompted to enter your Social Security number followed by the pound sign (#) and your 4 digit PIN (your month and day of birth in MMDD format) followed by the pound sign.

Next, follow the instructions to create your personalized PIN, complete the online enrollment disclosure, determine your contribution rate, and set up your investment selections.

**Online:** Go to [www.TA-Retirement.com](http://www.TA-Retirement.com). You will need to provide TransAmerica with your current email address in order to enroll online. Select "First time user? Register Here" located on the top left corner of the screen. Select "I am an employee" and click continue. You will be prompted to enter your Social Security number, birth date and zip code. Then you will create your own Username and Password. Follow the onscreen instructions to complete enrollment and make changes to your contribution rate and investment choices.

**AV Enrollment Form:** Contact HR to receive a form or obtain one by accessing SharePoint. [Do Right.](#)



# Alta Vista: BIG WINS



Photography by Chuck Littlejohn

## Central Federal Lands Highway Division

Alta Vista was awarded a Construction Management and Inspection contract with the Central Federal Lands. This is a five year, 10 million dollar project and Alta Vista is currently in the second year of this contract. This year, Alta Vista gained 10 task orders to assign inspectors, office engineers and support staff to work in six different states including California, Utah, Nevada, South Dakota, Texas and Wyoming. Majority of these projects are located in high profile National Parks and National Wildlife Refuge areas such as, to name a few, Zion National Park, Bryce Canyon National Park, and Desert National Wildlife Refuge. To win these positions, Alta Vista submitted qualified resumes and competed among four other firms. The Alta Vista personnel that have filled these positions are Chuck Littlejohn, Noah Hunt, Patrick Young, Robert Best, Talina Barajas, Joseph Nixa, Richard Jones.



Photography by Ken Riley



## Tappan Zee Bridge

The Tappan Zee Bridge is currently the longest bridge in New York and carries over 138,000 vehicles daily. It spans across the Hudson River, connecting South Nyack in Rockland County and Tarrytown in Westchester County. The New NY Bridge, the Tappan Zee replacement, is a cable stay bridge consisting of two parallel spans, totaling eight lanes of traffic, and four towers holding the main spans of the bridge.

Alta Vista has been selected by HNTB to provide services on behalf of New York State Thruway Authority (NYSTA). Services include quality oversight and inspection of the steel girder assemblies and the major precast concrete segments. Ken Riley has been assigned as the inspector for this job and moved to the assembly location in Port of Coeymans, NY.



## High Speed Rail

The California High-Speed Rail Authority (Authority) is charged with the development of the first high-speed rail system in the nation. The California High-Speed Rail will connect the mega-regions of the state, contribute to economic development and cleaner environment, create jobs, and preserve agricultural and protected lands. By 2029, the system will run from San Francisco to the Los Angeles basin in under three hours at speeds capable of over 200 miles per hour. The system will eventually extend to Sacramento and San Diego, totaling 800 miles with up to 24 stations.

Alta Vista provides Quality Management services to the Authority by developing and implementing a program-wide Quality Management System. Services include quality assessments, integration and alignment of program and project level processes, and oversight of requirement compliance.



Exclusive Interview with

# Saied Khan

## Turning Challenges into Opportunities

By: Joanne Mann

Q&amp;A



**J**ust a few years ago, Saied Khan was not sure what was in store for him at Alta Vista Solutions. Now looking back, he easily summed up his 960 days of his employment with a chuckle and four words: "Never much down time." Not sure where he was going with this, he began to tell me his story.

**QUESTION:** When did you join Alta Vista?

**SAIED KHAN:** December 3, 2012. I was working as an Engineer I out of Sacramento. I was assigned to the Bay Bridge Audit Database. I worked there for three months and then quickly became an Engineer II, and was moved to work on site at the Bay Bridge.

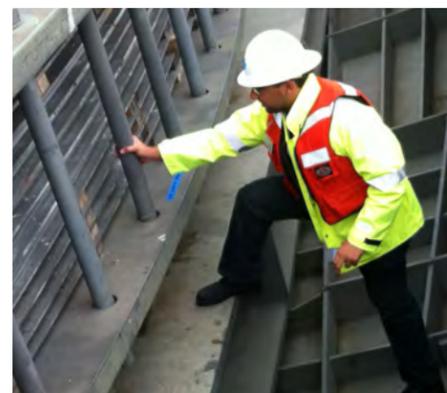
I went to college at Cal Poly, San Luis Obispo for my Undergrad degree in Environmental Engineering, then to Cornell University for my master's in environmental and

water resources systems engineering.

There was never a thought in my mind I would be able to work on something great like this. I did not have a background in heavy civil engineering or bridge construction work, but it all translates over. Eventually, I got my P.E. and became an Engineer III.

It was an amazing opportunity and I'm so happy I took it.

**Q: What was your experience like when you started working on site?**



**SK:** When I first got to the bridge, they put me in charge of the punch list for the cable paint system for the main cable and all of the suspender ropes that go down and tie into the road deck. I worked with inspectors quite a bit. I was also a part of the elevator team. It's a service elevator that goes up the tower of the bridge and has glass windows.

There were two or three SMRs working on the elevator, but they had to leave the project due to personal or family reasons-, so I was offered the opportunity to do SMR work.

After this I was introduced to rod testing.

I volunteered to perform the laboratory testing on the rods. Ever since then, I became the "Lab Guy". I often travel to Chicago where I witness and facilitate all the sophisticated laboratory rod testing. I think I probably spent, since 2013, eight or nine months traveling to these laboratories to make sure these tests go off without a hitch.

**Q: Who else worked with you on this?**

**SK:** I closely worked with bolt and bridge experts to perform all the tests they requested, and made sure they were done properly. It required extensive oversight.

When I was in Sacramento, I just sat in a corner in a cubicle and didn't talk to anybody, but now I get to be with all the big shots. It's interesting; it's fun. Just recently our team hosted workshops for many different people at different levels working on the bridge.

**Q: Can you tell me more about these workshops?**

**SK:** The oversight committee directed the department to hold a workshop for experts in the industry out of the Alta Vista Pier 7 office, where I discussed the testing that Alta Vista has done. Aaron Prchlik and James Elliot spoke about the on-site investigation over the rods and I got to talk about the laboratory testing portion.

We invited twenty different world-renowned experts and we received their expert recommendations and direction before we proceeded with more testing.

Our clients were very happy with the way the workshop turned out.

**Q: How did you feel about speaking in front of an expert audience?**

**SK:** Our presentations were received well. There were a lot of tough questions, but that is to be expected from the audience filled



with experts with Ph. D.'s and decades of experience in their field. I was very excited to present to many experts about the important work Alta Vista is doing. The goal of the workshop was met, and we succeeded.

**Q: I bet! Sounds like the team works well together.**

**SK:** I don't think you can work on a megaproject like this without an amazing team. I have been working with Aaron the entire time and he is an awesome leader. He gets everyone to work hard in their role, and we all succeed and get the job done. It starts from the top down. When you see the leaders of the company putting in their best efforts and highest quality work, it's a snowball effect. To me, to grow professionally means turning my challenges into opportunities.



Do Right.

★ **AV-ator: Christopher Glasscock** ★

CURRENT POSITION: P.E., Engineer III

**FAVORITE HOBBIES**

Some of my favorite hobbies are tennis, golf, stand up paddle boarding and wood-working.

**COMMUNITY INVOLVEMENT**

I am very involved with my local church, The Pointe, in Antelope, CA. I serve on the Board of Directors with five other members that manage the church budget and governing policies. Church events that I regularly participate in and/or organize are the Vacation Bible School, Trunk or Treat, Rebuilding Together - Sacramento, Antelope HS cleanup, 4th of July Fireworks Booth, and church facility setup/teardown as the church rents part of the Antelope HS each week for services. I am assisting the church as it purchases and renovates a building which will be a huge step forward, and I help lead a weekly Young Adults Bible Study.



**MILITARY SERVICE**

I served five years of active duty in the United States Air Force. I am currently a Captain in the Air Force Reserves and typically serve once a year for about a month. This year, I served at the Dyess Air Force Base in Abilene, Texas in May. While at Dyess, I served with the 7th Civil Engineering Squadron and assisted with end-of-year project budget planning, managing 160 military and civilians responsible for the base facilities and runway maintenance/repair program, as well as several other special projects.



**MAJOR ACCOMPLISHMENTS**

Married to the most beautiful and wonderful woman in the world, and expecting our first baby (girl) in August!

★ **AV-ator: Bahjat Dagher** ★

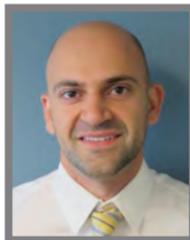
CURRENT POSITION: P.E., Regional Manager

**FAVORITE HOBBIES**

Some of my favorite hobbies are crossfit and outdoor activities such as snowboarding, windsurfing, surfing and swimming.

**COMMUNITY INVOLVEMENT**

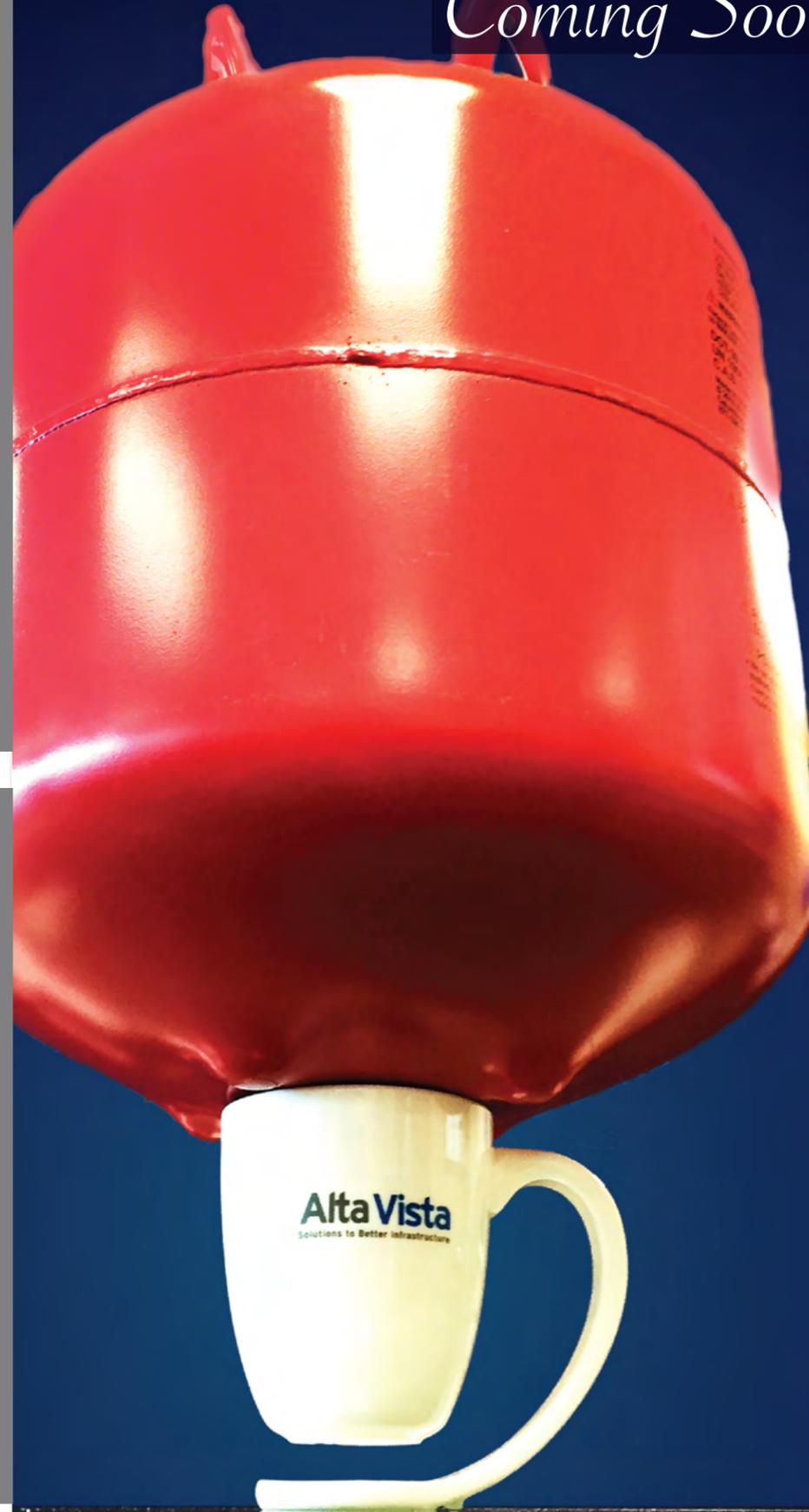
- I am a board member of The Network of Arab-American Professionals (NAAP). This is a nonpartisan, nonprofit, volunteer-based organization that connects Arab-American community members and professionals of different industries together.
- Has been a member since 2013.
- Helps organize intimate to large social, networking and charity events.



**MAJOR ACCOMPLISHMENTS**

Very proud of a recent charity dinner, Night of Giving, his organization participated in June. This was a joint event with Islamic Relief USA (IR). This fundraiser focused on sponsoring orphans and fighting hunger in Syria, Palestine, Iraq, Lebanon, Jordan, Sudan, Yemen and United States. In one evening, the organization raised \$110,000 across the country.

*Coming Soon...*



Alta Vista's new mugs defy gravity while solving the age old problem of ring marks on surfaces!

*Do Right!*

By: Lauren Iwasaki  
 Inspired by the life of Talina Barajas



The sky overhead was filled with \_\_\_\_\_, \_\_\_\_\_ clouds as you stopped to revel in the smell of \_\_\_\_\_, dust, and asphalt. The jobsite looked particularly \_\_\_\_\_ on that breezy \_\_\_\_\_ day in \_\_\_\_\_. Fallen \_\_\_\_\_ and \_\_\_\_\_ leaves covered both sides of the highway and in some spots they had been raked into \_\_\_\_\_ mounds. \_\_\_\_\_ employees and construction workers scurried around \_\_\_\_\_, as the work day officially started. Your soil samples were easy enough to gather, and within no time you were \_\_\_\_\_ them off at the local materials testing lab. As you were exiting the building, the ancient and \_\_\_\_\_ technician \_\_\_\_\_ your hand and said in an ominous tone, "Alta Vista, you're our only hope."

Walking quickly from the building, you glance back, \_\_\_\_\_ at the disturbing incident that occurred with the technician. You begin to \_\_\_\_\_ and soon found yourself back at the jobsite. Looking forward to \_\_\_\_\_ collecting further soil samples, you grab your \_\_\_\_\_ and walk along the seemingly deserted highway. It took you at least a \_\_\_\_\_ before noticing that the jobsite was completely abandoned. During your \_\_\_\_\_ encounter with the local technician, it appeared the construction crew and corresponding inspectors decided to grab a bite to eat at the \_\_\_\_\_ around the corner.

You barely had a/an \_\_\_\_\_ to ponder whether or not to join the team, when you noticed the growing wall of bright \_\_\_\_\_ and \_\_\_\_\_ flames \_\_\_\_\_ across the parallel shoulder of the highway. It took you another \_\_\_\_\_ to realize you were the only employee present to stop this hazard. You were the only hope. Using courage and \_\_\_\_\_, you pulled out your \_\_\_\_\_ and immediately dialed \_\_\_\_\_ to contact emergency services. You watched and waited as shiny, \_\_\_\_\_ fire trucks sped along the \_\_\_\_\_ of the highway toward the blazing fire. During this time you realized the congestion through the jobsite had reached a/an \_\_\_\_\_ rate, as \_\_\_\_\_ slowed their speed through the hazardous area. Knowing what you needed to do, you \_\_\_\_\_ on your safety equipment and grabbed your \_\_\_\_\_ sign. Once emergency services arrived, the flames began to diminish instantly. Smiling, you began to safely and \_\_\_\_\_ direct traffic with a growing feeling of \_\_\_\_\_.

VALUES AND MISSION AWARDS:

May 2015



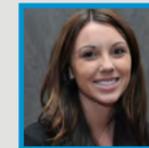
**SUDA LEE**  
 Value Award for Strength of Mind went to Suda Lee for her hard work on HSR, and willingness to stay late with a smile on her face.



**SONA JUHARYAN**  
 Mission Award for Giving Back to the Community went to Sona Juharyan.



February 2015

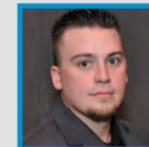


**SHAYLA BAKER TONARELLI**  
 Value Award for Innovative Solutions went to Shayla Baker.

March 2015



**CAROLINA MARGARITO**  
 Value Award for Building Strong Relationships went to Carolina Margarito for her work in District 8 and maintaining close relationships with the clients.



**KEVIN MUSER**  
 Mission Award for Giving Back to the Community went to Kevin Muser.



April 2015



**TIM TROUNG**  
 Value Award for Understanding went to Tim Troung.



**TONYA ARIAN**  
 Mission '2-Space' Award went to Tonya Arian for meticulous attention to detail.

June 2015



**BART KROL**  
 Value Award for Originality went to Bart Krol for his great ideas and thinking outside the box.



**TALINA BARAJAS**  
 Mission Award for Embracing Client Challenges went to Talina Barajas for her work on Central Federal Land and moving to Wyoming.

## EMPLOYEE CENTER

### PROMOTIONS

Congratulations to the following AV-ators on your recent promotion!  
We thank you for your strength of mind, teamwork and leadership.



**Corey Gardner**  
Engineer II



**Elaine Yip**  
Reassigned to HSR



**Elijah Turner**  
Engineer III



**Erin Mock**  
Engineer III



**Fanny Yu**  
Engineer II



**Mahek Iqbal**  
Engineer II



**Jeff Sulka**  
Engineer II



**Justin Chen**  
Engineer II



**Peter Harvey**  
Reassigned to HSR

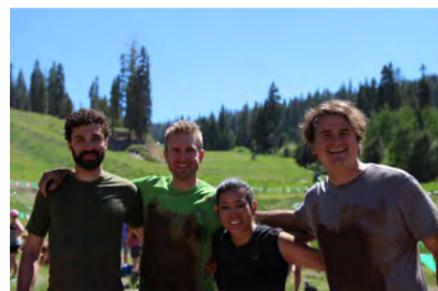
### CONFERENCES

Aaron Prchlik presenting “Ultrasonic Testing of Electroslag Welds”, at the ASNT 24th Research Symposium that was held in Anaheim, CA from March 16-19, 2015. The ASNT Research Symposium is known for the exchange of groundbreaking, trending and interesting research in the field of nondestructive testing.



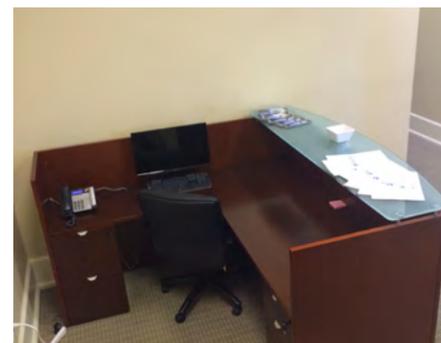
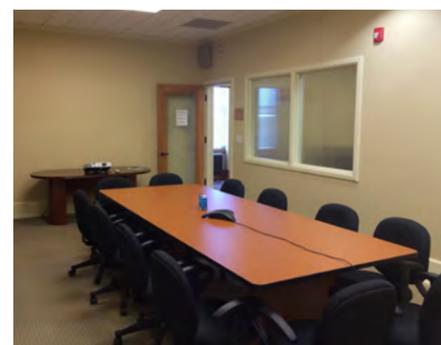
### TEAM BUILDING

Alta Vista teaming with Caltrans to concur the Lake Tahoe Tough Mudder competition! *Christopher Glasscock, Bart Krol, Nina Choy and Corey Gardner (order changes per picture)*



### NEW OFFICES

Alta Vista’s new office in Fresno is now open! We are located at: 1401 Fulton St, Suite 608 Fresno, CA 93721



### BIRTHDAY & ANNIVERSARIES

#### JULY Birthdays

Julien Atallah Jul-4  
Stuart Ross Jul-4  
Angel Marquez Jul-6  
Rami Boundouki Jul-10  
Sopheak Chong Jul-10  
Irina Kassil Jul-13  
Peng Zhang Jul-19  
Michael Hobbs Jul-21  
Justin Chen Jul-26  
Christopher Smith Jul-27  
Kevin Muser Jul-29

#### Anniversaries

**4 YEARS**  
Keivan Hassan  
Leonardus Zwinkels  
Rajni Sukhwani

**3 YEARS**  
Lauren Iwasaki

**2 YEARS**  
Ed Leach  
Kevin Churchill  
Stacey Davis

**1 YEAR**  
Chuck Littlejohn  
James Shelton  
Reid Briley

#### AUGUST Birthdays

Patrick Young Aug-3  
Tim Truong Aug-5  
Yang Zhu Aug-5  
Stacey Garcia Aug-6  
Carolina Margarito Aug-12  
Adahlia Lindayen Aug-14  
Corey Gardner Aug-14  
Talina Barajas Aug-18  
Alexandra Bowman Aug-22  
Bart Krol Aug-24  
William Sommer Aug-26  
Jeffrey Sulka Aug-28  
Fanny Yu Aug-29  
Sean Vance Aug-30  
Willard Balisi Aug-31

#### Anniversaries

**2 YEARS**  
Angel Marquez

#### SEPTEMBER Birthdays

Bobby Petska Sep-1  
Brooks Weisser Sep-5  
Robert Best Sep-5  
Robert Mertz Sep-8

Kevin Churchill Sep-11  
Kim Truong Sep-13  
Mihai Hantelmann Sep-16  
Adam Wright Sep-17  
James Elliott Sep-20  
Lauren Iwasaki Sep-21  
Christopher Glasscock Sep-24  
James Shelton Sep-27  
Nestor Cuellar Sep-28

#### Anniversaries

**6 YEARS**  
Jinesh Mehta

**5 YEARS**  
Rita Leahy

**3 YEARS**  
Rami Boundouki

**2 YEARS**  
Bahjat Dagher  
Christopher Mcdermott  
Daniel Reyes  
Justin Chen  
Robert Mertz

**1 YEAR**  
Joyanne Mann

#### OCTOBER Birthdays

Tonya Arian Oct-5

Ian Broddrick Oct-9  
James Seal Oct-12  
Joyanne Mann Oct-16  
Reid Briley Oct-21  
Christopher Ferrucci Oct-28

#### Anniversaries

**5 YEARS**  
Christopher Ferrucci  
Greg Johnston

**4 YEARS**  
Rob Dearmond

**3 YEARS**  
Brooks Weisser  
Jamie Doe  
Nestor Cuellar

**2 YEARS**  
Talina Barajas  
Fattah Kazi  
Irina Kassil  
Jeffrey Sulka  
Elijah Turner  
Julio Pescador  
Patrick Young  
Willard Balisi

**1 YEAR**  
DJ Shin  
Lindsay Eskildsen

### BABIES



**A**

Alta Vista would like to congratulate the Palmaymesa family on the birth of the newest addition to their family, Audrey Klara Palmaymesa! She was born on July 2, 2015, and weighed 7-pounds, 7-ounces with a length of 19.5-inches.



### WEDDINGS



**A**

Alta Vista would like to congratulate Shayla & Scott Tonarelli for tying the knot on May 2, 2015!

Wishing you many more days as happy as this one, many more occasions for celebration, and a lifetime of love and laughter!



# CERTIFICATION ANNOUNCEMENTS

**A**lta Vista would like to congratulate the following individuals for recently attaining one or more professional certifications.



**DAVID KOSTENKO**

CTM Certifications 102, 106, 201 and 202  
Nuclear Gauge Safety Certification and Operator Training  
ACI Concrete Field Testing Grade I



**ELIJAH TURNER**

Professional Engineer, Civil



**KEN RILEY**

ANST NDT Level II – UP and MT



**MIKE FOEDER**

PCI Quality Control Personnel Level I and Level II



**NOAH HUNT**

CTM Certifications 216, 231, 557, 552, 539, 533, 524, 523, 518, 504



**PETER HARVEY**

ISInc



**STUART ROSS**

C3 Lead Abatement Cert



**WILLIARD BALIS**

CTM Certifications 201, 202, 217, 226, 227, 216, 231, 308, 309, 382, 125 HMA, 125AGG, 125BIT, 125 PCC, 125GEN

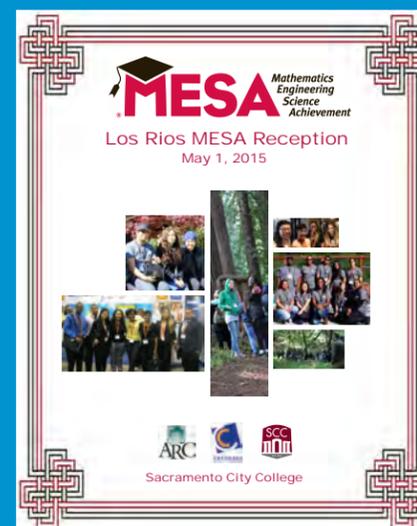
## PROUD SUPPORTER



Alta Vista is a proud supporter of the MESA program

Mathematics  
Engineering  
Science  
Achievement

**A**lta Vista is a proud supporter of the Mathematics, Engineering, Science Achievement (MESA) Program, and has recently donated to the Los Rios Community College District MESA Scholarship, 2014-2015. Below is a photo of the scholarship recipients from the MESA Program Awards Reception that took place on May 1, 2015.



## GIVING BACK TO THE COMMUNITY



**O**n May 16th, AVS teamed up with the TLC for Kids Sports Program to help rebuild John F. Kennedy Park Ballfield. Many AV-ators came to lend a hand, some from as far away as our LA office! After a few hours of painting backstops and bleachers, distributing dirt across the infield and the dugouts, and tending to the nearby plants, John F. Kennedy Park Ballfield looked like a brand new field. We finished a few hours ahead of schedule, just in time to enjoy a delicious lunch provided by TLC for Kids Sports. Thank you to all those that came out to help make Richmond a more beautiful community!



# NEW HIRES

## Richmond

Alexandra Bowman  
Dean Hunsaker

## Sacramento

David Eisenberg  
David Jue

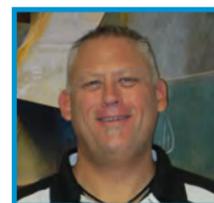
## Central Federal Lands

Chris Veni  
Joseph Nixa  
Noah Hunt  
Robert Best

## Fresno

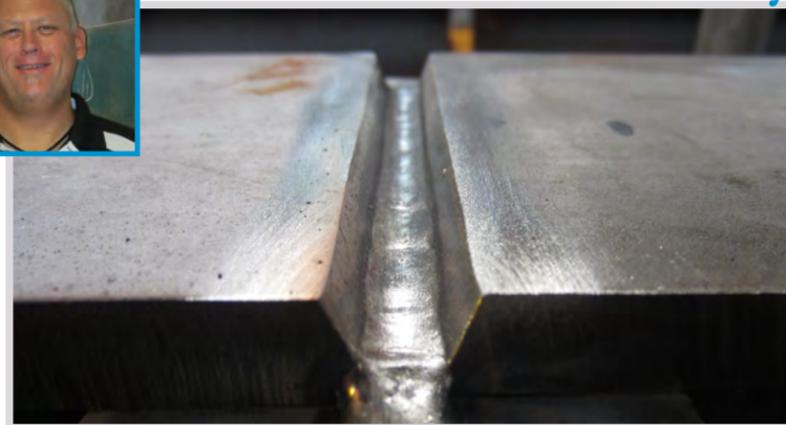
Xavier Ortiz

# Photo of the month



JAMIE DOE

February



### Detail Shots

This picture was taken in Arcata, CA at C & K Johnson Inc. facility while welding a complete joint penetration (groove) weld. The picture was taken after the root pass was completed.



BART KROL

March



### GRIT

This picture was taken at the San Mateo Bridge Deck Rehab Project in San Mateo, CA, and captures the METS Field Investigation Team performing rebar depth location as nearby traffic zooms by.

April

SIMION RAMIREZ



### Sampling & Materials Testing

The structural component is a precast prestressed wide flange girder. The view is of a 4" core extracted from the web for the purpose of examination of voids and compression strength testing.

May

TALINA BARAJAS

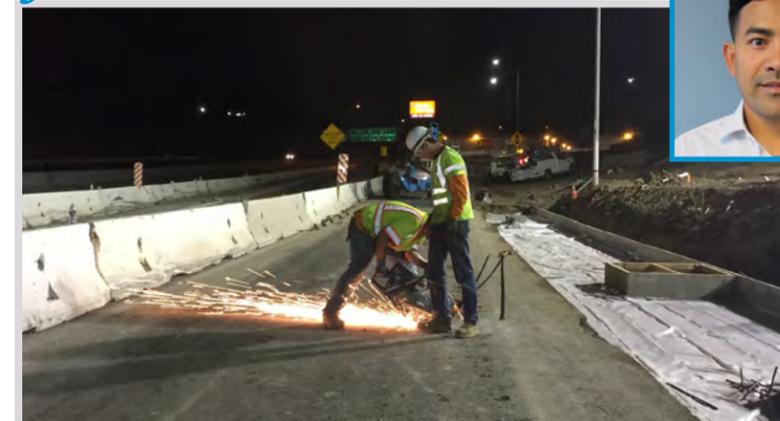


### Office Pics & AV-avtor spirit

"Alta Vista is HAPPY to help!"

June

SOPHEAK CHONG



### Action Shots

Cutting rebar at the Los Angeles Northbound 710 project on the Ramona off-ramp.

# DID YOU KNOW...



# Pat Lowry

*grew up on*

**"Alta Vista Way"**

*in Hollister, CA*

# AltaVista

Photograph by Elaine Yip

## NORTH AMERICA

### California-San Francisco Bay Area

#### Headquarters

3260 Blume Drive, Suite 500  
Richmond, CA 94806, USA  
t: 510-594-0510 f: 510-594-0511

### California-Central Valley Area

7801 Folsom Boulevard, Suite 325  
Sacramento, CA 95826, USA  
t: 916-387-1101 f: 916-387-1120

1401 Fulton St, Suite 608

Fresno, CA 93721, USA

t: 559-492-1305

### California-Southern California Area

250 E. First Street, Suite 801  
Los Angeles, CA 90012, USA  
t: 213-337-8040 f: 213-337-8030

9225 Cranford Avenue  
Pacoima, CA 91331, USA  
t: 213-337-8040 f: 213-337-8030

301 E. Coolidge Street  
Long Beach, CA 90805, USA  
t: 213-337-8040 f: 213-337-8030

For more information, please contact: Toll-Free (USA only): 1-844-751-1010

email us: [info@altavistasolutions.com](mailto:info@altavistasolutions.com)

or visit us online: [AltaVistaSolutions.com](http://AltaVistaSolutions.com)

# Professionalism



VISIT OUR WEBSITE @ [HTTP://ALTAVISTASOLUTIONS.COM](http://ALTAVISTASOLUTIONS.COM)

OR CONNECT WITH US ON SOCIAL MEDIA!