



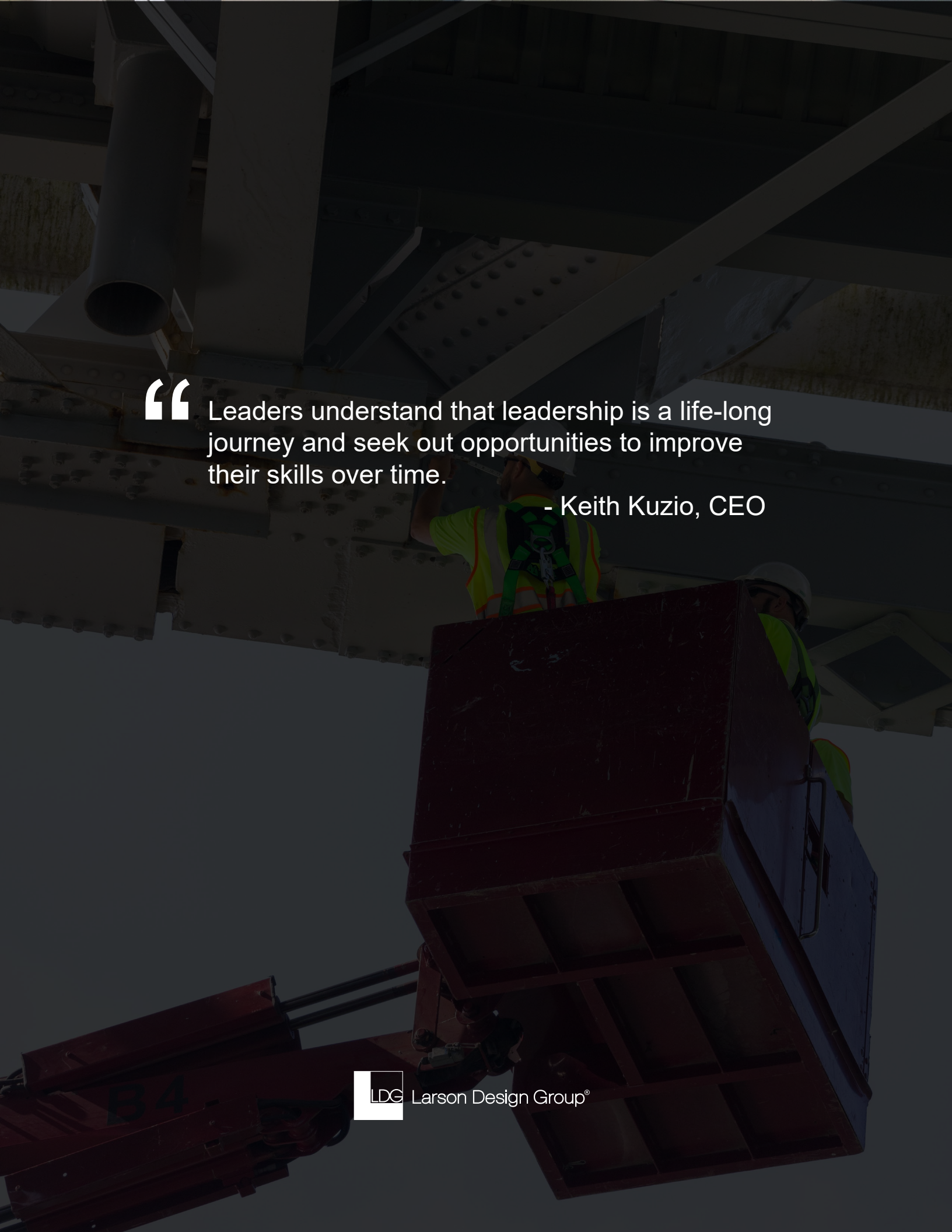
**LDG** 360°

# **SPRING 2018 NEWSLETTER**

**LDG** Larson Design Group®

**ARCHITECTS. ENGINEERS. SURVEYORS.**



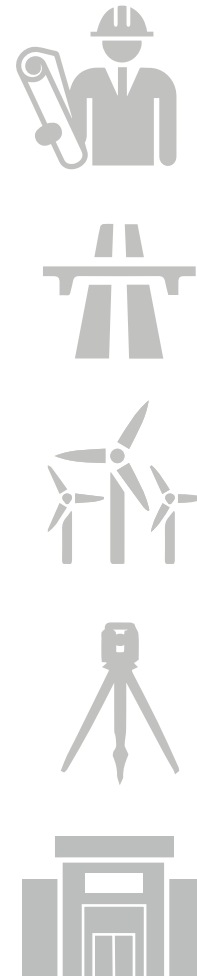
A low-angle, upward-looking photograph of a construction site. Two workers in high-visibility vests and hard hats are on a red lift bucket, working on a large, riveted steel beam. The background shows a complex network of steel girders and beams, creating a sense of height and industrial scale. The lighting is somewhat dim, emphasizing the metallic textures and the structural elements of the building under construction.

“ Leaders understand that leadership is a life-long journey and seek out opportunities to improve their skills over time.

- Keith Kuzio, CEO



Larson Design Group®



## SPRING 2018 | NEWSLETTER

- [04](#) THE KUZIO KORNER
- [05](#) UPDATES
- [06](#) COMMUNITY STEWARDSHIP
- [08](#) WOMEN IN LEADERSHIP
- [09](#) ARTICLES
- [10](#) AWARDS



LDG 360° is produced by the Marketing & Communications Department at Larson Design Group to showcase our people and projects.

Cover Photo: Aliquippa-Ambridge bridge in Beaver County, PA. Larson Design Group performed the bridge inspection



## THE KUZIO KORNER

LDG 360° elevates our commitment to communicate with clients and colleagues about the special qualities that set LDG apart. This inaugural newsletter highlights the uniqueness of our people, projects, offices, community stewardship, awards and intellectual work product, all the things that shape LDG as an innovative firm of choice.

The threads of our six time-tested core values are woven throughout this visually rich summary. They range from client service excellence, lifelong learning and embracing innovation to performance, teamwork and active stewardship. Hopefully, even if you skim this only once, you'll obtain a better understanding of who we are, what our culture is about and why we are different.

For LDG, the opportunities for personal, team and company growth have never been greater. We expect to secure our share of work to help upgrade the nation's aging infrastructure, where billions of dollars will be spent in coming years. In addition to our traditional markets, we also have launched a new Federal Division to leverage our talent and expertise to serve the world's largest procurer of architectural/engineering services and where our team has a sizable body of distinctive experience.

As an employee stock ownership plan (ESOP) company, our employees know that their "sweat equity" builds value every day. The enterprise value of LDG has grown on average by 19 percent since the ESOP was formed in 2002. And should certain sales and financial goals be reached this year, the board of directors has pledged that 60 percent of our profits be distributed among employees. Where else in our field can one find such rewards for accomplishment?

We're committed to all these things because we know that they directly influence the quality solutions and service that we provide to clients, without which we would not exist.

LDG is a people-centric business. We place a high value on our team and are on a proactive search for additional high-quality talent in virtually all of our practice areas and markets. Should you know of someone who may be seeking a new professional challenge, we would welcome the referral.

If you have comments about anything you see in LDG 360°, please email your feedback to [ask@larsondesigngroup.com](mailto:ask@larsondesigngroup.com). Your input is important to us. Thank you for reading.

Keith S. Kuzio, PE, President and CEO



## Q&A with GREG CUMMINGS

### USDA Rural Development Funding Program

#### USDA RURAL DEVELOPMENT FUNDING PROGRAM

Since the start of 2017, Greg Cummings, LDG's director of water/wastewater engineering, has secured more than \$5 million in grant funds for municipalities in Pennsylvania and New York to help them complete key projects.

Greg is based in the firm's Corning, NY office and has 18 years of experience helping clients find funding. In this month's feature, he answers commonly asked questions about the different types of grants for which a client could qualify through the United States Department of Agriculture Rural Development.

#### What types of projects are eligible for this program?

This program provides both grants and loans. There are several types of eligible projects; rural utility developments, such as water and environmental improvements, broadband and electrical; rural business service, including business and energy programs; and rural housing projects, including both single- and multi-family housing and community facilities.

#### Are there any special requirements?

Yes; applicants must be public bodies with populations of less than 10,000, and the funded project must serve a rural area. Applicants also must be unable to finance their projects from their own resources or through commercial credit at reasonable rates and terms.

Read more:

<http://www.larsondesigngroup.com/fundingprogram/>

## LDG FEDERAL SIGNS THREE NEW ENGLAND MILITARY DESIGN-BUILD CONTRACTS WITH K-CON

LDG Federal, a division of Larson Design Group, has signed contracts with design-build contractor K-Con, Inc. of Charleston, S.C., for three military facility projects in New England. The projects include a warehouse facility replacement for the U.S. Army in Natick, Mass., and storage and logistics buildings for the Connecticut National Guard in Enfield and East Haven, Conn.

The Natick, Mass. project involves a warehouse facility replacement to support the Natick Soldier Research, Development and Engineering Center mission to maximize warfighter survivability, sustainability, mobility, combat effectiveness and quality of life. The Enfield and East Haven projects will involve storage and logistics facilities providing multi-disciplinary project management, architecture and engineering. The East Haven project supports a rifle range complex and the Enfield project supports the general operations of the National Guard.

"We are pleased to be working with K-Con in supporting the Army and the National Guard in achieving their mission to provide enhanced training facilities for their soldiers," said David Martin, P.E., chief operating officer of LDG Federal and Larson Design Group.

Read more:

<http://www.larsondesigngroup.com/news/ldg-federal-signs-three-new-england-military-design-build-contracts-k-con/>





*In Photo, L-R: (back row): David Martin; Keith S. Kuzio; Andy Russell; Cindy Russell; Fritz M. Heinemann, Andy Russell Charitable Foundation. Kneeling: Pete DeWire and his wife, Cookie, Advisers.*

### **LDG DONATES SURVEY SERVICES FOR PA'S FIRST ALL-INCLUSIVE, BARRIER-FREE PLAYGROUND**

LDG is partnering with the Andy Russell Charitable Foundation of Lewisburg to donate surveying services for the construction of an all-inclusive, barrier free playground to be built at the East Snyder recreational center in Selinsgrove to benefit special needs children.

"Stewardship for important community efforts is a core value at our firm," said Keith S. Kuzio, President and CEO.

Russell, a retired Pittsburgh Steelers linebacker and business entrepreneur, said the initiative is "one of the most important and significant we've done through our Foundation, and Cindy and I are excited and pleased to be part of the endeavor."

When constructed, the playground will consist of 15 key features designed to accommodate children with various disabilities. It will provide a rich play space where children can grow and learn through physical, sensory and social experiences.

With a \$475,000 public fund drive currently underway, playground committee members hope a mid-spring groundbreaking will take place with construction completed by late summer of 2018.

### **K'NEX STEM DESIGN CHALLENGE**

Coleman Gregory, project engineer in Williamsport, a judge at the 2018 K'NEX STEM Design Challenge hosted by BLaST Intermediate Unit 17 and sponsored by ThermoFisher Scientific. Teams were challenged to build an eco-friendly device for the home, using no more than 1,400 K'NEX pieces.

"What a privilege to see how excited and fascinated the kids were by their ability to create inventions," said Gregory. "It was humbling to be able to contribute skills that will help ignite a passion for STEM in the next generation of engineers."

Entries ranged from a remote-controlled bed maker to a solar-powered microwave. The devices were judged on creativity, teamwork, challenge success, design and presentation. Awards were given to the top three teams in grades 4-5 and grades 6-8.



*Coleman Gregory (center) watching future inventors.*



*Volunteers from LDG who attended the expo were (L-R) Monica Young, Environmental Planner; Kerry Henneberger, Project Manager; Brenda Nichols, Chief Financial Officer and Chairperson; Emily Diehl, Designer; Ashley Shipman, Accountant; and Stefanie English, Project Manager.*

## GIRL SCOUTS STEM EXPO

LDG was on hand at the Girl Scouts in the Heart of Pennsylvania's 2018 STEM expo at the Pennsylvania College of Technology.

More than 600 Girl attended the expo, which allowed them to explore the world of STEM (Science, Technology, Engineering, and Math), conduct experiments and connect with experts.

The LDG booth featured virtual reality goggles. This is the expo's second year, and LDG's second year of participation.

## LARSON DESIGN GROUP PARTICIPATES IN WV MAKE IT SHINE CLEANUP

For the fifth year, LDG's Morgantown office employees joined volunteers across the state in improving their local communities by participating in the West Virginia Department of Environmental Protection's Make It Shine Statewide Cleanup.

A half dozen LDG employees, along with friends and family, spent a Saturday removing litter from a portion of White Park in Morgantown. White Park, also the home of the Morgantown Ice Arena, is a 170-acre facility that serves as a hub for many athletic activities. It includes four adult softball fields and two youth baseball fields. Five miles of wooded trails interspersed throughout the park are used by hikers, bikers and wildlife enthusiasts.

"The WV Make It Shine Cleanup has become an event that our employees look forward to each year," said Rich Rogers, LDG's Morgantown office leader. "It provides us with an opportunity to practice LDG's core value of stewardship in a way that makes our community better for everyone."

The WV Make It Shine activities are part of a larger national effort, Keep America Beautiful's Great American Cleanup, expected to involve nearly 3 million people. More than 5,300 West Virginians took part in last year's Make It Shine Statewide Cleanup. Those volunteers removed nearly 85 tons of litter, including more than 2,900 unsightly tires from the state's landscape.



*Morgantown office leader Rich Rogers*





# WOMEN IN LEADERSHIP AT LDG

As chairperson of LDG's board of directors,

## Brenda Nichols

is one of a handful of women who leads an architectural/engineering firm in Pennsylvania.

A member of the firm's board of directors since 1996, Brenda is LDG's longtime chief financial officer. During her career, she has developed a widely admired and unique leadership style — inquiring, honest and down-to-earth.



As part of our Celebrating LDG Women in Leadership series, we'll learn more about Brenda, from her path to leadership to the advice she has for future leaders.

### What were the circumstances when you first had an inkling that you might become a leader someday?

*I was a senior in college taking a business policy course. The professor pulled me aside after class and asked me what my major was. I told him accounting and he said, "You won't be an accountant very long." I was crushed and asked him why he thought that. He said, "Your mind is inquisitive, you always ask questions and you love to learn. Your career will take off quickly and you'll be in management." In hindsight, he saw something in me that I hadn't seen in myself.*

### What inspires you as a leader? What do you enjoy most?

*Making a difference. Participating in moving an organization forward. Assisting in solving problems. Encouraging others. I love change—it's stimulating. It provides opportunities for learning and reflection.*

*As a leader, I believe in asking lots of questions. Don't wait for your team to ask questions. Encourage your team to ask questions also. Get their opinions. Seek their input.*

### Who has been your greatest inspiration and/or mentor?

*My first mentors were Sam and David Simon, owners of Simon Resources in Williamsport and investors in Chromographic Processing. They're very traditional men, and people were surprised that they had hired me. I was 28 years old and they hired me to be a controller for their start-up company. I was young, in a role that I was probably unprepared for, and they were patient and helped me. And they had faith in me.*

*My greatest inspiration is my mom. She was just a great human being. She was kind, she was generous. She loved kids. And she died way too young of what began as breast cancer.*

### What are some of the most significant obstacles you've overcome in your career? How did you accomplish this?

*The biggest obstacle I've had early on was being a woman in mostly male-dominated companies. I've worked in manufacturing and engineering, and I had to figure out ways to get beyond the stereotypes that men can cast on women.*

*I'm really good at acting as if I don't notice things. If there was a situation where someone treated me differently, instead of making that something that stopped me, I ignored it and persisted. It's not that I didn't notice it, but I didn't allow it to be a distraction from my goals. That applies to everything, not just being a woman in a man's world. If a man sounded condescending, I acted as though I didn't hear it and pushed ahead. If my father made statements like "You'll never amount to anything", I ignored him and kept going.*

### As a working mother, what values, techniques, or support systems have you used to achieve balance?

*Ask for support. Seek help. Speak up yourself. Request that your husband pitch in. You need to find ways to do better at using your support system or making one. Get past the annoyance that you have to ask and just ask.*





## KIOSKS AND OTHER CONVENIENCE-DRIVEN INNOVATIONS ARE THE WAVE OF THE FUTURE.

It's no secret the way people are dining is changing. Everyone has heard of the apparent dreaded "Retail Apocalypse," where department stores fail to adapt and connect more deeply and meaningfully with the consumer. But is the restaurant business next? Not if they are able to successfully evolve their brands around a few vital principles that are separating the struggling brands from the industry dominators.

### Customization

The recent "create-your-own" trend is sweeping the nation with brands such as MOD Pizza, SaladWorks and Qdoba doing better than ever. What's so special about this concept? Each and every meal can be personalized, just the way customers like it, right in front of their eyes. They can actually see and smell the ingredients, which appeals to the senses unlike anything the web can deliver. Customers can request more or less of anything they want and have exactly what their tastebuds crave. That also means more options. Vegetarian, vegan, gluten free, paleo, if a customer wants it, the restaurant can create it.

Read more:

<http://www.larsondesigngroup.com/5-trends-restaurants/>

Steve Lowden, PE, is a geotechnical engineer serving LDG's diverse energy clients. Steve has 28 years of experience providing solutions for oil and gas clients. Steve is particularly skilled in helping his clients save money in unexpected ways. Read on to learn how he recently helped a client save \$108,400 just by changing the design of a retaining wall on a rural access road.

### What's the purpose of retaining walls?

Oil and gas well pad operators build retaining walls along the access roads to their well pad sites to prevent landslides and slips on rural county and local roads that aren't equipped to handle significant traffic. These retaining walls protect the safety of workers and equipment, and benefit the community by freeing roadways from the possibility of landslides, keeping them safe and open.

### How can you save your clients money on their retaining walls?

The oil and gas client will often hire a contractor to construct a retaining wall with minimal design as part of a "design-build" contract; frankly, they're commonly over-engineered. The contractor will build something that they know will work, using a lot of materials that become very expensive to the oil and gas company.

Read more:

<http://www.larsondesigngroup.com/geotechnical-engineering-saves-money/>







**CHARLES "SKIP" HOMAN**

2018 National Association of Corporate Directors  
Three Rivers Chapter  
Leadership in Private Company Governance

Immediate past board chair Charles "Skip" Homan, PE, whose strategic guidance has helped transform LDG into a nationally emerging firm, received the National Association of Corporate Directors Three Rivers Chapter 2018 award for "Leadership in Private Company Governance." The award celebrates exceptional boardroom leadership, integrity and ethics, standards which the NACD has championed for more than 41 years.



**CHRIS KEISER**

2018 Pennsylvania College of Technology  
Alumnus of the Year

LDG project manager and landscape architect Chris Keiser was honored as the 2018 Pennsylvania College of Technology Alumnus of the Year, at an event hosted by the Williamsport/Lycoming Chamber of Commerce.

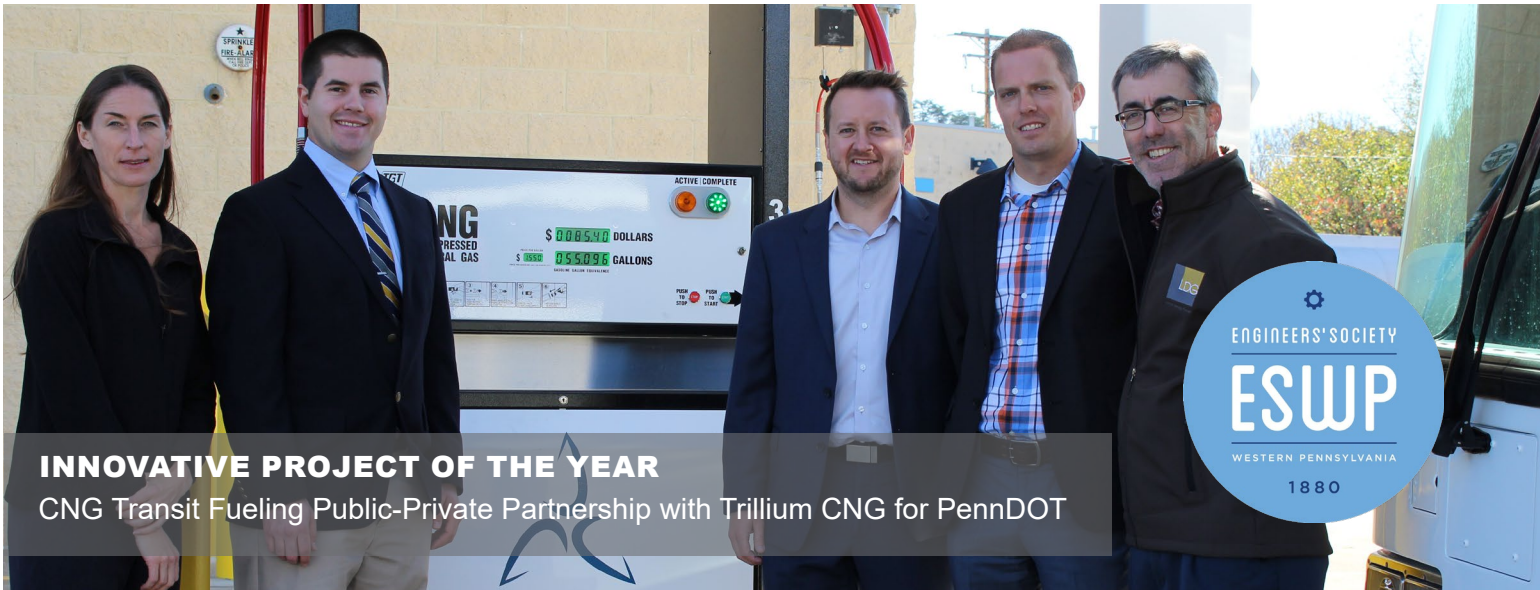


**DAVE BALZER**

2018 design:retail 40 Under 40

David Balzer, director of retail design, has been named to design:retail magazine's fourth-annual 40 Under 40 list, which honors the retail design industry's top young professionals and up-and-coming future leaders.





### INNOVATIVE PROJECT OF THE YEAR

CNG Transit Fueling Public-Private Partnership with Trillium CNG for PennDOT

The Engineers' Society of Western Pennsylvania bestowed its prestigious "Innovative Project of the Year Award" to LDG for the CNG Transit Fueling Public-Private Partnership program in partnership with Trillium CNG on behalf of PennDOT. LDG teamed with Trillium CNG to design, build, finance, operate and maintain a program of CNG fueling stations in Pennsylvania. The stations will supply locally sourced CNG to more than 1,600 public transit buses at 29 agencies across the Commonwealth to save fuel and operational costs at a net zero development cost to taxpayers.



**QUENTIN RISSLER**  
Program Manager - Bridge

### MEDIUM SPAN CATEGORY ABCD AWARDS

PA Turnpike Slide In Bridge Replacement

Larson Design Group's innovative Pennsylvania Turnpike bridge slide project for Road-Con has garnered a 2017-2018 award from the Association for Bridge Construction and Design (ABCD), Susquehanna Chapter. The award recognizes the "Outstanding New or Reconstructed Medium Span Bridge" and was presented to LDG program manager Quentin Rissler of the firm's Lititz office at the ABCD chapter's 15th annual dinner recently in Harrisburg.





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