

Today is about

Seeing possibilities

Eliminating the #1 barrier between where you are and where you want to be



You're leaving a lot of money on the table









Create a difference that matters



Beliefs create the Behaviors that drive Performance



THE ORANGE STRATEGY

Change the Battlefield

Challenge Conventional Wisdom

Change the Battlefield



Whoever defines the battlefield dictates the terms of battle.

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Battlefield strategy

- Don't be drawn into a battle that's not worth losing
- Force an apples-to-orange comparison
- Just say "No" to "bad drugs"











"Emotions rule decisions almost completely"



Brain-imaging study by Benedetto DeMartino at University College London

"The brain's wiring emphatically relies on emotion over intellect in decision-making."

"Our education system ignores the role of emotion in learning and decision-making."

How the waiter gives candy
substantially influences the tipImage: State of candy influences15.1%Image: State of candy influences17.8Image: State of candy influences21.6Image: State of candy influences23.%





The Core Belief



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If their lips are moving they're lying.



	"Price is wh	nat matters"
	BUYERS VISIT	Experience
24%	Prior Experience	accounts for
19%	Word of Mouth	accounts for
13%	Internet	43% of visits
12%	Radio or TV ad	
7%	Newspaper ad	
J.D. Powe	ers	

"Those who sell the hardest will sell the most"

	CLOSE RATES	
70% Nissan	Low Satisfaction	56%
<u>buyers</u> walk off the lot due	Mid Satisfaction	65%
off the lot due to pressure and rude treatment.	High Satisfaction	79%
	J.D. Powers	



"If I sold cars the way the customers say they want to buy them, I'd never sell any."

> "Satisfaction" by Chris Denove and J.D. Powers IV





Everybody's got a strategy until they get hit.

Mike Tyson







OVERVIEW

- Markets
- Funding Sources and Money Flow

1.

- Brownfield Market
- Water and Wastewater Infrastructure Market
- Insights and Realities

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BROWNFIELDS MARKETPLACE

The term "brownfield site" means real property, the expansion, redevelopment, or reuse of which may be complicated by the presence or potential presence of a hazardous substance, pollutant, or _ contaminant.

THE SME EXPERIENCE 1995 – 2010

- Total incentives acquired: >\$90,000,000
- Total redevelopment supported:
- > \$1,000,000,000

SINCE

- Managing programs for >30 communities and coalitions in 3 states
- Typical revenues
 - Grant and loan programs 15% 90%
 - Tax increment financing programs: 5% 100%
- · 2010

- » \$3,000,000 \$3,500,000 environmental
- » ~ \$500,000 other services



WHAT TO HUNT

1

Other federal brownfield programs

- Clean Water State Revolving Fund Loan
- HUD Brownfield Economic Development Initiative (with a Section 108 loan guarantee)

State brownfield programs

Grants

SINCE

- Loans
- Direct services (EPA grant funds to states)
- State and local tax increment financing

WHAT TO HUNT

Other federal programs

- Community Development Block Grants
- USDA Rural Development Grant
- · EDA Infrastructure Grant, Title IX RLF Grant
- DOT (various)
- EPA Clean Water Grants
 - » Storm water
 - » Watershed protection

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PREPARE TO KILL (STALKING ISSUES)

Find a needy client

- Community looking for development
- Site developer
 - » Community
 - » Commercial developer
 - » Industry» Institution
 - » Non-profit

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 PREPARE TO KILL (STALKING ISSUE)

 • Eligibility

 • Community

 • Site

 • Project

 • Funded activity

 • Community commitment (and politics)

 • Funding and development schedule

 • Application process and requirements

 • Match?





WHAT TO HUNT

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- Clean Water State Revolving Fund Loan Program: \$3 billion/year
- CWA Section 106 Water Pollution Control Grants to states
- Targeted Watershed Initiative Grants
- Section 319(h) Non-point Source Management Program

WHAT TO HUNT

SINCE

- Drinking Water State Revolving Fund Loan Program: \$1.5 billion/year
- US/Mexican Border Water Infrastructure Program
- **EPA Source Water Protection Grants**
- USDA Natural Resources Conservation Service Grants

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KILL IT (GET THE MONEY)

- Verify eligibilities
- Verify community commitment
- Understand application schedule
- Know the application guidelines and evaluation criteria

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- Prepare a winning application
- Meet application deadlines

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COOK IT (WIN THE CONTRACT)

- Assist client (awardee) fulfill administrative tasks to get the money
- Encourage QBS consultant selection process (most programs require competitive procurement)
- Provide an example RFP/RFQ
- Prepare quality proposal and/or qualifications submission



INSIGHTS AND REALITIES

- This business approach requires:
- Strategic/big picture/programmatic thinking

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- Strong communication skills
- Strong teaming skills (public-private partnerships)
- Excellent writing skills (beyond report writing)

INSIGHTS AND REALITIES

- Invest in your clients and prospective clients
 - Educating
 - Preparing applications
 - In-kind services
- Become part of the team; don't just wait for assignments
- Manage the client(s) and project
- Be patient

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ENVIRONMENTAL
 Isolation zone construction\$2,000,000
Environmental Compliance\$50,000
Management of excess soils from construction1,000,000
 Storm water detention pond liner\$1,000,000
 Field monitoring of caisson/pile installation\$50,000
Documentation/of environmental response\$20,000
 Environmental planning and inspection\$50,000
Owner's Oversight and Inspection\$75,000
- Contingency\$75,000
BF Work Plan\$11,000

KILL IT – BRINGING IT ALL TO	GETHER
NON-ENVIRONMENTAL	
Geotechnical engineering costs	\$50,000
Soil stabilization (CMCs)	\$1,200,000
 Transport area construction	\$2,000,000
Manufacturing areas construction	\$1,000,000
City-owned water main loop	\$300,000
Port-owned railroad spur	\$500,000
Railroad trunk improvements	\$800,000
Dock infrastructure improvements	\$1,100,000
Interest on public infrastructure bonds @ 7%	\$830,600
Brownfield Work Plans	\$11,000

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KILL IT – BRINGING IT ALL TOGETHER

= Environmental - \$4,070,000

- EPA RLF Grant loan (DCC) \$2,000,000
- State assessment grant \$70,000
- State brownfield grant \$1,000,000
- State brownfield loan \$1,000,000
- State/local brownfield TIF \$3,000,000

KILL IT – BRINGING IT ALL TOGETHER

Infrastructure - \$8,000,000

- State DOT grant \$800,000
- State/local brownfield TIF \$2,000,000
- Other infrastructure grants \$1,000,000
- Private Use bonds \$2,000,000
- Unfunded \$2,200,000 \$3,200,000

Financing - \$11,000,000

- SBA Section 504 loan (DCC) \$5,000,000
- State equity fund \$4,000,000
- Private equity \$2,000,000

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LESSONS LEARNED

- This business approach required:
- Strategic/big picture/programmatic thinking

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- Strong teaming skills (public-private partnerships
- Strong communication skills
- Investment in clients and prospective clients
 Educating
 - Preparing applications
- Patience















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Potential Differentiators

• Quality

- Experience and capability
- $\bullet {\rm Timeliness/schedule}$
- $\bullet \ {\rm Responsiveness}$
- Fee

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ASFE BUSINESS ASSOCIATION











About the Audience

- Mid- to large-size A/E's with multiple decision makers
- Lunch and learn format

TL

• Continuing education credits



ASFE THE GEOPROFESSIONAL BUSINESS ASSOCIATION

To download a copy of the presentation, visit $\underline{www.asfe.org}$

Like to share an idea or suggestion for this presentation? Contact Rick Heckel: rheckel@ttlusa.com

> **ASFE** THE GEOPROFESSIONAL BUSINESS ASSOCIATION



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Twitter

Wikipedia 2.6 Million English articles 13 Million in 260 Languages

Statistics

- More popular than
 email
- 10% of time on Internet
- Used by 3 of 4 Americans
- 85% think companies should use Social Media to interact

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Current Business Policies

Telephone Survey of 1,400+ CIOs from US companies with >100 employees

- 54% ban social networks
- 19% allow social networks for business purposes
- 16% permit limited personal use
- 10% full access during business hours
- 1% don't know or no answer

Source: Robert Half Technology, October, 2009

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Overarching Problem:

Ease by which anyone can:

- Post inappropriate or offensive content;
- Freely copy what they see on the internet;
- Badmouth a company on personal blogs; and
- Use technology to invade other's privacy.

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Classic Example

NJ Law Firm Levinson Axelrod

Former Associate: Edward Heyburn

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Considerations

- What are employees doing now?
- What policies should be adopted?
- What is at risk?

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Social Media Policy

- Option 1:
 - Block social medial sites / prohibit access



- Option 2 (better):
 - Establish social media presence and have documented social medial policies

• Major benefits:

- Gives everyone the necessary information
- Builds online social connections.

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Social Media Policy

- Should have one
- Discuss on the job use of Social Media
- Include Proactive "Best Practices"
- Distinguished sponsored or company affiliated content from personal content
- Emphasize the need to protect confidentiality and commercially sensitive / proprietary information
- Explain personal risks (defamation, copyright ...)
- Monitor

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Employer Considerations

- Examples of "famous/infamous" tweets:
 - "CISCO just offered me a job! Now I have to weigh the utility of a fatty paycheck against the daily commute to San Jose and hating the work."
 - Ketchum public-relations exec who said of client FedEx's hometown: "I would die if I had to live here!"

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Employer Considerations

- Have a company policy for email, internet usage and other social media
 - Internet usage policies should be updated to accommodate changes in technology
- Have filters/blockers on the company's network
- Counsel employees on appropriate postings and the consequences of inappropriate postings
- Counsel employees on appropriate and inappropriate use of company equipment, i.e., computers, cell phones, and blackberries

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New platforms / Old rules of law

- In most cases, traditional laws will apply to the online context...BUT
- Finding the defamer or infringer requires extra steps.
- Also, explaining context (i.e., what is a blog, a tweet, etc.) may impact legal arguments and rules of evidence

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Potential Legal Liabilities:

- Defamation: and false light family of claims
- Privacy: publication of private facts, HIPPA violations
- Interference with Business Relations
- Negligence: assuming a duty, not following through
- Contract: ending up in an enforceable agreement
- Trademark: confusing consumers about a brand
- Copyright: using/sharing something that is not yours
- Sexual Harassment: unwanted postings
- Discrimination: especially as to hiring practices

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Privacy

- Can an employer check up on employees through social media?
 - Yes, with some limitations

 - Employers can check LinkedIn to verify information supplied by an applicant or employee on previous work history.
 Employers can check Twitter, Facebook, MySpace, etc. for postings that may be viewed as harassment of other employees or if an employee who called in sick is really out partying
 - Employers cannot use information found on social media to discriminate against employees or candidates due to race, religion, sexual orientation or other protected class. (Better have screening policy in place).

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Privacy

- Whether an individual's constitutional right to privacy has been violated depends first on a determination whether that individual had a personal and objectively reasonable expectation of privacy which was infringed.
- There remains no established method for determining when an expectation of privacy is reasonable.

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Moreno v. Hanford Sentinel, Inc.

- Moreno posts a poem about how much she hates her home town.
- Principal of her hometown high school sees it and submits it to the local newspaper. Her family is ruined.
- The court found no reasonable expectation of privacy because the essay was published on her public MySpace profile.
- But court did allow count for IIED to survive.

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Konop v. Hawaiian Airlines

- Konop created a list of coworkers employees who were eligible to access his website
- Website contained critical comments about the airline's management.
- "To gain access, one had to enter an eligible employee's name, create a passwork, and click 'Submit' indicating acceptance of the terms and conditions, which prohibited users from disclosing the website's contents and prohibited viewing by Hawaiian Airlines manacement."
- Court held that the employer's secret monitoring of a password-protected website could be a violation of the federal Stored Communications Act.
- Because the employee's password protected website concerned union activity, the Court rules that the employer also may have violated the Railway Labor Act by retaliating or spying.

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Pietrylo v. Hillstone (Houston's)

- In New Jersey, terminated employees are alleging that their employer unlawfully accessed their private MySpace group, used to rant about their restaurant workplace beyond the prying eyes of a supervisor. The employer gained access by demanding one employee's username and password, which she turned over for fear of being fired.
- Is there a reasonable expectation of privacy in a group that requires an invitation and password access? Konop seems to say so. This case will likely turn on the issue of coercion. A "user" of a private website has a right to grant access to a third party, but what if that access is granted under duress or coercion?

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Privacy - Takeaways

- Are postings on social media sites private?
 - A public posting on a public site is generally not private
 - A posting may be private if it is on a password protected site, or the poster has high security settings that prevent outside users from viewing the site (Secured Communications Act)

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Digital Millennium Copyright Act

- The DMCA established that certain webcasts are exempt from securing performance rights, or really any rights, so long as they meet certain criteria.
- DMCA Title II, the Online Copyright Infringement Liability Act ("OCILLA") creates a safe harbor for online service providers against copyright liability.

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What is a service provider?

- What defines a service provider under the DMCA?
 An entity offering transmission, routing, or providing connections for digital online communications, between or among points specified by a user, of material of the user's choosing, without modification to the content of the material as sent or received. OR
 - A provider of online services or network access, or the operator of facilities thereof.
- Includes network services companies such as Internet service providers (ISPs), search engines, bulletin board system operators and even auction websites.

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Service Provider Protection

- · How does a service provider qualify for protection?
 - In addition to informing its customers of its policies, a service provider must follow the proper notice and takedown procedures and also meet several other requirements in order to qualify for exemption under the safe harbor provisions.
 - Make sure you sign up with copyright office indicating the "registered agent"

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Twitter Parody or TM Infringement/Identity Theft

- Trademark Infringement on Twitter

 - Ademark Infringement on 1 Witter Danyelle Freeman is a restaurant critic for The New york Daily News using the name "Restaurant Girl." Adam Robb Rucinsky uses Freeman's writing style and Freeman's name "Restaurant Girl" for a writing exercise using Twitter and a blog. Freeman is claiming that Rucinsky's Twitter account and blog impersonating Freemen is infringing on her trademark name
 - name.
 - The question is whether readers would be able to tell whether they are reading Freeman's or Rucinsky's blog, despite his recent disclaimers on Rucinsky's Twitter and blog accounts.
 - Does Rucinsky have a valid parody defense.

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Intellectual Property – Trade Secrets

Trade Secrets

- Trade Secrets can easily be leaked on Social media, often inadvertently
- An employee leaking Trade Secrets has breached the duty of loyalty, misappropriation of Trade Secrets, breach of contractual confidentiality, or non-disclosure agreements, which can be grounds for termination.

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Intellectual Property – Trade Secrets

- What happens if Trade Secret is leaked?
 - Trade Secret protection is based on "reasonable efforts" to keep information secret
 - Once a Trade Secret is leaked by an employee, it is fair game

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Communications Decency Act

- Provides immunity from liability for providers and users of an "interactive computer service" who publish information provided by others
- No provider or user of an interactive computer service shall be treated as the publisher or speaker of any information provided by another content provider.
- Protection for service providers against liability for users' defamatory statements
- Enhances free speech by making it unnecessary for ISPs and other service providers to unduly restrict customers' actions for fear of being found legally liable for customers' conduct.

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Communications Decency Act

- In analyzing the availability of the immunity offered by this provision, courts generally apply a three-prong test.
 - Is defendant a "provider or user" of an "interactive computer service"?
 - Does plaintiff's case "treat" defendant as the "publisher or speaker" of the harmful information at issue?
 - Is information "provided by another information content provider," i.e., the defendant must not be the "information content provider" of the harmful information at issue.

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DMCA – Case Examples

- Ning.com
 - Allows users to create their own social networking sites within the Ning network.
 - Multimedia content was posted on a Ning page by a user that did not have the permission of the owner of the copyright in the content.
 - Ning is immune from liability for copyright.
- YouTube
 - Many videos uploaded infringe copyrights.
 - YouTube not liable for the infringing videos.

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CDA Case Examples

- Wiki
 - A wiki is a collection of webpages designed to enable anyone who accesses it to contribute or modify content
 - The provider of a Wiki page cannot be held accountable for defamatory statements posted to the page by a user
- Facebook, Twitter, Ning, etc.
 - Each of these social networking sites are entitled to immunity from liability brought about by users' libel statements.

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CDA Case Examples

 Chicago Lawyers Committee for Civil Rights Under Law, Inc. v. Craigslist, Inc. CDA immunity applied to Craigslist on Fair Housing Act claims based on discrimination in postings

- Doe v. MySpace
 - Social networking site immune from negligence and gross negligence liability for failing to institute safety measures to prevent sexual assaults of minors and failure to institute policies relating to age verification
- · Gentry v. eBay, Inc.
 - CDA immunity applied to eBay for claims based on forged autograph sports item purchased

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CDA Case Examples

- Craigslist.org
 - Although CDA provided legal protection, consistent pressure from prosecuting community persuaded company to remove "Adult Services" section from website.

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Twitter isn't liable, but you may

- Twitter's First Libel Suit: Simorangkir v. Love
 - Courtney Love made angry tweets against her former fashion designer
 - Desiger, Down Simorangkir, filed claim against Love in California
 - Tweets accused the designer of

 - A history of dealing cocaine
 Losing custody of her child
 Being guilty of assault and burglary
 - A nasty, lying hosebag thief

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Getting More From Your Geotechnical Consultant

Presented to <Client Name> <Date>



Schermerhorn Symphony Center



Your Geotechnical Consultant Can Make You Look Good

- Choosing the right consultant
- Managing your risk
- Getting value
- Engineering the entire project



Geotechnical Engineering:

The practice of taking a statistically insignificant sample from a hidden, heterogeneous environment with the least amount of project information (that will change) for the purpose of determining one number used to design some of the most critical elements in a structure that must perform better than expected at the least possible cost but not missing any unforeseen conditions while assuming the highest professional liability for the least fee of all the design professionals.

It's a Dangerous World



The Cost of Claims are Rising

Year	\$ Per Claim
2005	\$35,000
2006	\$52,000
2008	\$65,185
2009	\$66,451

\$ per claim represents survey results from members of the American Council of Engineering Companies

Source: XL Insurance 2009

Comparing Claims by Discipline



Top 4 Non-Technical Drivers of Claims Against A/Es



Starting Down the Path to a Successful Project



- Use QBS
- Take your geotechnical consultant with you
- Get and check references

Important Information for the RFP

- Key issues and objectives
- Existing topographic and grading information
- Size and type of building and structural loads
- Site location
- Site history (fill, mining, old buildings, existing reports, environmental concerns, etc.)



What Else?

- Known access problems (woods, existing structures)
- Selection criteria
- Schedule requirements
- Budget constraints



Evaluating the Proposal

- Project understanding
- Adequate scope of work
- Experience of project team
- Value added
- Remaining questions

Why you want the Geotechnical Engineer to Work for the Owner

- Reliance issues
- Conflicts of interests
- Payment



A Good Geotechnical Report Contains . . .

- Project description and key assumptions
- Detailed site reconnaissance
- Site geology
- Specific recommendations (tailored to project)



Are You on Firm Ground?

- Fact No. 1:More claims and change orders involve
earthwork than foundation issues
- Fact No. 2: Academic institutions train geotechnical engineers to design foundations with little focus on earthwork

Look for:

- 1. Warnings about potential earthwork issues
- 2. One or more solutions to address earthwork problems

Example of Competent Work

<u>Areas with high moisture contents near the ground surface</u> – The moisture content of the near-surface soils was relatively high in the vicinity of Stations 140+50 through 144+50. This probably is the result of irrigation for the soybean field. This portion of the alignment is planned to receive little to no cuts. Therefore, subgrade instability problems are possible due to the high moisture content of the near-surface soils in this portion of the alignment.

Example of Excellent Work

<u>Areas with a thin soil cover above the bedrock</u> – Based on the cross sections and available boring data, it appears that cuts in the vicinity of Stations 128+50 through 136+50, and 152+50 through 156+50 will result in only a thin soil cover being left over the limestone bedrock surface. While not necessarily indicated by the boring and moisture content data, it has been our experience that the moisture content of the soil is typically the highest and the consistency of the soil is the weakest near the bedrock surface. Some localized subgrade instability problems should be expected in these areas.

After the Report

Important Topics

- Change orders
- Budget contingencies
- Alternatives/value engineering

Extra Services

- Plan and specification review
- Pre-construction conferences



Monroe Carell Jr. Children's Hospital at Vanderbilt

Keep Your Geotechnical Engineer Involved Throughout Construction

- Integral to the Observational Method
- Keeps responsibility clear if problems develop
- Lessens the likelihood of errors
- Reduces the potential for change orders
- Maintains continuity through materials testing



Raising the Bar

- To get more from your geotechnical engineer, expect more
- A good geotechnical engineer uses experience and judgment, in addition to the data collected to warn of and solve potential problems



Key Learning Points

- Selecting the Consultant
- Managing risk
- Getting more value
- Engineering through construction

Questions?