

Focused On Clients...

Employee Stock Ownership Plan Adds to Breakell's Efficiency

by Su Clauson-Wicker

One of the first tangible things Breakell, Inc. noticed after the Roanoke, VA company began an ESOP (employee stock ownership plan) last January was lower electricity bills, says Jeff McClellan, Breakell Vice President of Operations.

"Consumption went down 23 percent," McClellan says. "Employees became almost competitive in turning the lights off when they weren't needed. It is now their company, and they don't want to waste their money."

Reducing waste is just good business, and it's something Breakell has been building a reputation for in recent years as it takes the lead in "green" practices in Southwest Virginia, using biodiesel and hybrid vehicles to reduce emissions and software that eliminates paper waste. The work

by Breakell Inc. on Roanoke's 100-year-old State and City Building earned the U.S. Green Building Council's first LEED certification for a historic, multi-story conversion. Breakell's recent renovation of the historic Blacksburg, VA Motor Company building is seeking LEED's highest level of certification, the Platinum.

The Roanoke Valley Cool Cities Coalition recognized the general contractor firm as a leader in the sustainable business practices by having the greatest impact toward reducing greenhouse emissions, the principal cause of global climate change. Breakell Inc. was presented with the Kroger Award of Excellence by the Clean Valley Council, as a model for the community in the areas of recycling and waste management.

McClellan joined Breakell as a project manager in 1997 and recently became vice president. He oversees day-to-day field operations, training, workforce development, safety, and equipment management.

"I'm really seeing employees growing more invested in productivity and efficiency since we became ESOP," he says. "They're looking at ways to reuse materials, such as building forms, rather than buying new every time. They're saying things like, 'I think I can get another year out of this truck.'"

McClellan, who has been in the construction industry most of his career, says his first project as a manager was on an Anderson & Associates project with A&A's Mark Cline. "He's still there, and I'm still here; it says a lot about turnover at our companies," McClellan says. "ESOP companies really make for more committed employees. The ESOP plan is like a special reward that is tied directly to individual involvement for corporate success."

McClellan says he looks forward to learning more about A&A's ESOP program, including the employee advisory committee -- a cross section of employees who become involved in the decision-making process.&



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by Keli Ratcliffe

Focused On Community...

Do you know the difference between agricultural and business zoning districts? Fourth graders in Pearisburg, VA and the “Young Scholars” in Caswell County, NC do thanks to Anderson & Associates GIS (Geographic Information Systems) Project Manager Sharon Stacy Blackwell. A&A celebrated GIS Day 2009 by visiting the fourth grade class at Macy McClaugherty Elementary School in Pearisburg, VA on November 18 and the Young Scholars afterschool program at N.L. Dillard Middle School in Caswell County, NC on November 19.

Blackwell demonstrated the capabilities of GIS to the students by using their local WebGIS sites created by Anderson & Associates. She helped the students locate landmarks in their communities and explained the various types of zoning districts each county has. The students learned what a valuable tool GIS can be. In Caswell County, Blackwell teamed up with Sylvia Johnson, GIS Coordinator for Caswell County, and Dustin Johnson, GIS Specialist for the NC Department of Transportation to present to the 6th, 7th and 8th graders in the Young Scholars program. Ms. Johnson talked to the students about local uses for GIS and Mr. Johnson explained GIS projects in the state.

GIS is a digital mapping technology that allows unlimited amounts of data to be linked to locational information for the creation of “smart maps”. These high tech maps help us map objects or people and illustrate how they relate to other things at or near that location. Blackwell also used Google Earth to identify states, mountain ranges, and local water features.

GIS is widely used in business and government operations for everything from marketing analysis to defense mapping. The technology helps local governments track changes, trends, and problems while serving as an invaluable informational tool for decision makers. For more information on GIS contact Sharon Stacy Blackwell at blackwell@andassoc.com. &



by Keli Ratcliffe

A&A Greensboro Office Celebrates 20 Years

Focused On Service...

Twenty years ago, A&A CEO Ken Anderson wanted to expand **Anderson & Associates'** geographic reach. He knew it was time to open A&A's first branch office, and in 1989 Anderson & Associates Greensboro office opened its doors. Ken wanted to diversify project funding opportunities and North Carolina and Greensboro offered just that..

The Greensboro office offered engineering and surveying services, mirroring the Blacksburg office. Over the years those services have grown to include Landscape Architecture and Geographic Information Systems (GIS). The firm has continued to enhance their surveying services as well, adding both GPS and robotic surveying to their list of capabilities.

The Greensboro office has had the privilege of working with a number of clients including the City of Greensboro, local surrounding municipalities, and state colleges and universities to name a few.

Survey Manager, Michael Davis has worked in the office for 18 of its 20 years, and has seen the technology used at A&A change again and again during that time. He says, "It's been most interesting to see our procedures change in order to stay ahead of the technology curve."

Anderson & Associates has enjoyed working with their North Carolina clients and is excited about the opportunity to continue serving them.&



Kimberly Link: A&A Recruiting Coordinator

by Keli Ratcliffe

Focused On Employees...

When you look at Kim Link you can instantly tell that she's a friendly person. Approachability is a good asset to have as **Anderson & Associates'** Recruiting Coordinator. Kim's duties range from attending recruiting fairs to coordinating state licenses. She spends most of her time assisting A&A employees and potential employees.

Kim is also extremely versatile, pitching in wherever necessary. Her versatility is the primary reason that she entered the Human Resource field. She began her professional career as a drafter, armed with a degree in drafting and design. She soon discovered that she had a knack for organization and working with people, which led to her career change to HR.

Kim enjoys working at A&A and is a strong believer in professional development. She plans on continuing to keep up-to-date on HR practices. She also appreciates the flexibility offered by A&A, which allows her plenty of time with her family.

Kim is the mother of two teenagers, Jordan, 16; and Caleb, 13; and spends much of her time on the run from one sporting event to another. She and Mark, her husband of twenty years, also enjoy spending quality time outdoors. They and their children enjoy camping, fishing, and riding ATVs.

Kim grew up on a farm in Radford, VA. So it's no surprise that another family favorite is restoring antique tractors, an activity sparked by Kim's father's love of John Deere tractors. Right now, Kim is in the process of restoring her own John Deere "B" Tractor.

Kim looks forward to continuing to grow and learn at Anderson & Associates. In the future, she hopes to take the professional HR exam offered through the Society for Human Resource Management.&





*Focused on Service,
Focused on You*

*"It's better to burn out, than to fade away."
-Neil Young*

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Anderson & Associates, Inc.

We're Working For

Augusta County Service Authority, VA
- Providing design, planning, mapping, surveying, contract administration, and inspection services under a renewed term contract.

Town of Stasburg, VA - Providing plan review services for engineering, planning, and other support services for the Town.

Town of Vinton, VA - Providing preliminary design, design, bid phase services, and construction phase services for the renewal of the Glade-Tinker Creek Wastewater Inteceptor.

Montgomery County School Board, VA
- Providing engineering services under a renewed term contract.

Town of Rural Retreat, VA - Providing Engineering Services for the Rural Retreat "In Town" Water System Improvements Project.

Montgomery County, VA - Providing engineering services under a renewed term contract.

We're Working For

Montgomery County, NC - Providing WebGIS services under a one-year term contract.

Smyth County, VA - Providing engineering services under a renewed term contract for the 5th consecutive year.

Roanoke County, VA - Providing engineering services under a renewed term contract.

Town of Kernersville, NC - Providing revisions and consolidation of stormwater and water quality ordinances.

Town of Blowing Rock, NC - Providing WebGIS services under a three-year term contract.

A&A Offices

Blacksburg, Virginia
Ken Anderson, PE, LS
(800) 763-5596
anderson@andassoc.com

Beckley, West Virginia
Lance Morgan, PE
(304) 461-0020
morgan@andassoc.com

Greensboro, North Carolina
Jim Billups, PE
(800) 438-0394
billups@andassoc.com

Middletown, Virginia
Josh Turner, PE
(540) 869-2501
turnerj@andassoc.com