

# 2022

# ANNUAL PLANNING MEETING



**DO  
MANAGE  
MARKET  
LEAD**



Civil & Environmental  
Consultants, Inc.



## Wyndham Grand Hotel

### Address:

600 Commonwealth Place  
Pittsburgh, PA 15222  
412.391.4600

### Reservation Details:

Check-in: 4:00PM  
Check-out: 12:00PM

### Parking

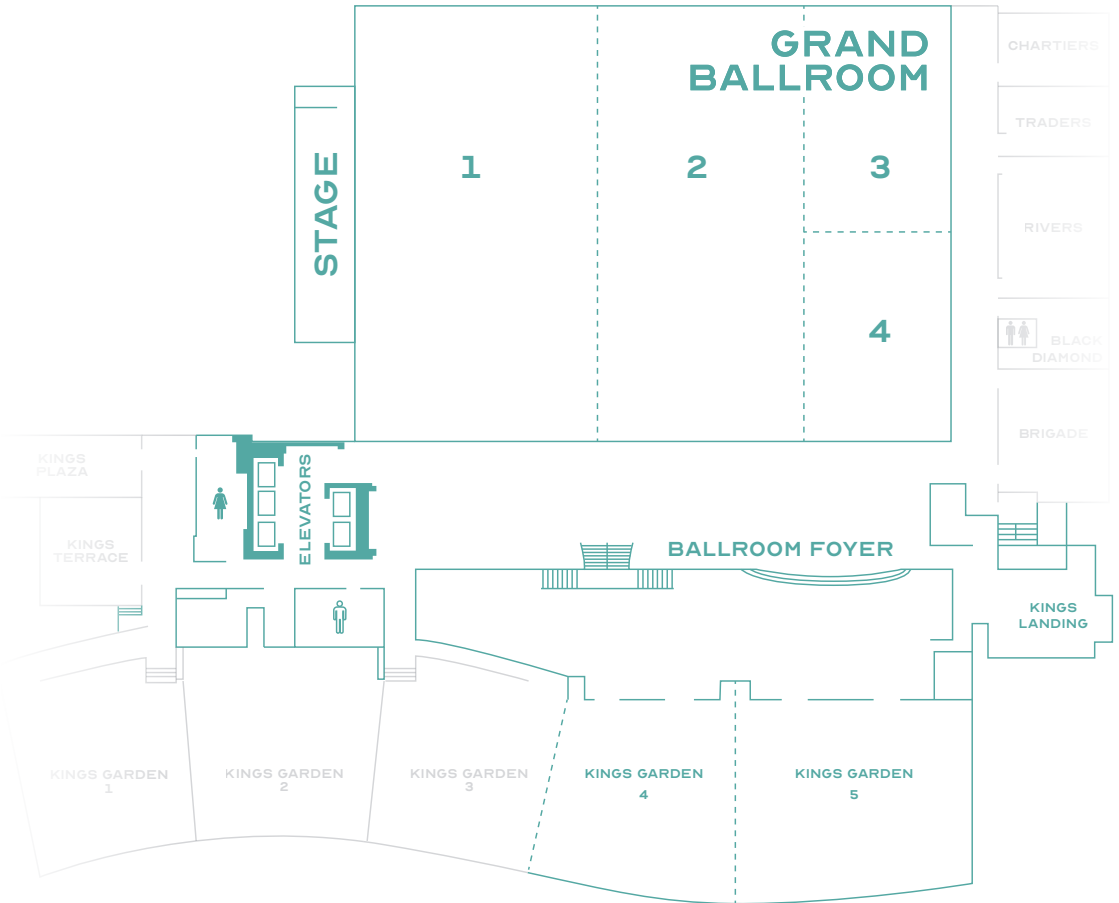
Valet parking is \$35 per night.\*  
Oversize vehicles are \$45 per night.

Self-parking options are available within walking distance for a fee.

\*Please note that valet availability is not guaranteed and is first-come-first-served.

# Wyndham Floor Plan

## Ballroom Level



# Monday, February 21

## Seating — Random Assigned Seating

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Time	Agenda Item
11:00 - 12:00 <i>60 min</i>	Lunch
12:00 - 12:15 <i>15 min</i>	<b>Introduction, Logistics, New People</b> <i>Lauren Parker</i>
12:15 - 12:30 <i>15 min</i>	<b>Introduction of New Administrative Support Staff (Accounting, HR) and PTO Donation Program</b> <i>Rick Richardson, Dave Pritts &amp; Michelle Kosmach</i>
12:30 - 12:45 <i>15 min</i>	<b>Indianapolis Office and Hamilton Designs Aquisition Overview</b> <i>Aaron Hurt</i>
12:45 - 1:00 <i>15 min</i>	<b>St. Louis Office and PRS Aquisition Overview</b> <i>Kevin Kamp &amp; Doug Tiemann</i>
1:00 - 2:00 <i>60 min</i>	<b>CEC Trivia — Table v Table Contest</b> <i>Paul Tomiczek III</i>
2:00 - 2:30 <i>30 min</i>	Break & CECW Meeting ( <i>held in Kings Garden</i> )
2:30 - 2:45 <i>15 min</i>	<b>Strategic Plan Update</b> <i>Dustin Kuhlman</i>
2:45 - 3:15 <i>30 min</i>	<b>Effectively Applying DMML</b> <i>Dustin Kuhlman</i>

Time	Agenda Item
3:15 - 4:00 45 min	<p><b>The Value of DMML Model — Origin and Success Stories</b></p> <p><i>Panel 1: Lauren Parker, Brian Lantz, Kayla Medina, Nicole Fiorentino, Bethanie Meharey</i></p> <p><i>Panel 2: Kow Eshun, Tim Mitchell, Steve Casey</i></p>
4:00 - 4:15 15 min	<p><b>Financial Results — Trend Analysis</b></p> <p><i>Rick Richardson</i></p>
4:15 - 4:30 15 min	<p><b>CEC Bonus Program — Funding and Distribution</b></p> <p><i>Ken Miller</i></p>
4:30 - 5:00 30 min	<p><b>CECW, iDEA &amp; IGNITE</b></p> <p><i>Britney Barnes; Micah Sayles, Mario Ortega; Leigh Hastings, Abby Martin</i></p>
5:30	<p><b>Cocktails (Foyer and Kings Garden)</b></p>
6:00 - 9:00 180 min	<p><b>Dinner (Grand Ballroom)</b></p> <p><i>Presentation of Innovation and Safety Awards (Bar is open until 9:00)</i></p>

**Submit a question**

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# Tuesday, February 22

## Seating with your Practice colleagues

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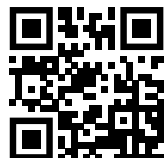
Time	Agenda Item
7:25 - 7:30 <i>5 min</i>	<b>Kick Off</b> <i>Lauren Parker</i>
7:30 - 8:00 <i>30 min</i>	<b>Effectively Do: Utilization, NEM &amp; Quality Focus</b> <i>Dan Szwed, Dean Koleada &amp; Mike Sheleheda</i>
8:00 - 8:15 <i>15 min</i>	<b>EDM System Update</b> <i>Brianne Hastings, Paul Tomiczek IV &amp; Brandi Pecovish</i>
8:15 - 9:15 <i>60 min</i>	<b>Practice Mission for 2022 and Group Activity — Practices Develop Best Ideas for Quality and Development Activities</b> <i>Paul Tomiczek III</i>
9:15 - 9:45 <i>30 min</i>	<b>Effectively Manage — Write Offs and Client Focus</b> <i>Dan Szwed, Jim Haines/Scott Brown &amp; Bill Acton</i>
9:45 - 10:15 <i>30 min</i>	Break
10:15 - 10:45 <i>30 min</i>	<b>DMML Competency Model</b> <i>Dave Pritts</i>
10:45 - 11:00 <i>15 min</i>	<b>Leadership Development Program Update</b> <i>Karlyn Boguslawski</i>
11:00 - 11:30 <i>30 min</i>	<b>Effectively Lead: Staff Development at All Levels</b> <i>Dan Szwed, Zach Coy &amp; John DiNunzio</i>
11:30 - 12:30 <i>60 min</i>	Lunch

## Seating with your Market colleagues

Time	Agenda Item
12:30 - 12:45 <i>15 min</i>	<b>Political Action Committee</b> <i>Troy Blair</i>
12:45 - 1:30 <i>45 min</i>	<b>Effective Marketing: Effective Client Engagement at All Levels</b> <i>Mary Guinee &amp; Matt Frankel</i>
1:30 - 2:15 <i>45 min</i>	<b>Table Exercise — New Client Development Tactics</b> <i>Mary Guinee &amp; Matt Frankel</i>
2:15 - 2:45 <i>30 min</i>	Break
2:45 - 3:00 <i>15 min</i>	<b>Senior Leadership, Ownership Transition &amp; CEC Stock</b> <i>Ken Miller</i>
3:00 - 3:15 <i>15 min</i>	<b>Re-recruiting of CEC employees</b> <i>Ray Ewing</i>
3:15 - 3:30 <i>15 min</i>	<b>Close</b> <i>Lauren Parker &amp; Dustin Kuhlman</i>

**Submit a question**

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