



Navigating Professional Development
and Business Development for Junior
Staff

Moderator: Allison DePage

Panelist: Mary Guinee, Lisa Weber, Hannah Commune



Nice to Meet You



Allison DePage

- Columbus, Ohio
- Project Scientist
- 3 years with CEC



Mary Guinee

- Pittsburgh, Pennsylvania
- Vice President
- 29 years with CEC



Lisa Weber

- Pittsburgh, Pennsylvania
- Learning & Talent Development Specialist
- 1 year with CEC



Hannah Commune

- Columbus, Ohio
- Staff Scientist
- 1 year with CEC



Discussion Agenda

Value of This Discussion



Topic 1: Professional Development



Topic 2: Business Development



Key Takeaways



Well-Rounded Consultants Audience Participation



Why Is This Discussion of **Value**?



Topic 1:



Professional Development



Topic 2:
Business Development



Key Takeaways



Audience Participation 😊

Any Questions?



Questions? Comments? Career Advice? Feedback?
Please reach out to me.



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Due Diligence Panel Discussion



STEP UP YOUR GAME

Allison DePage, Christine Pietrzyk
Brandon Kay, and Adam Conti



STEP UP YOUR GAME

Expanding Due Diligence Beyond the Phase I

Ecological Components of Due Diligence

Allison DePage – Columbus Office



Wetlands and Streams

Wetland and Stream Delineation

Verification of Boundaries

Permitting Any Impacts



Endangered Species



A screenshot of the IPaC (Information for Planning and Consultation) website. The page title is "IPaC Information for Planning and Consultation" and it is powered by E2E - the Environmental Conservation Online System. The main text describes IPaC as a project planning tool that streamlines the USFWS environmental review process. There are "GET STARTED" and "LOG IN" buttons. Below this, it says "Integrate the environmental review process into your project design" and "Quickly and easily identify USFWS managed resources and suggested conservation measures for your project." There are three main sections: "Explore species and habitat", "Conduct a regulatory review", and "Build a biological assessment".



Cultural Resources



Expanding Due Diligence Beyond the Phase I

How Asbestos Can Affect Due Diligence and Property Transactions

Christine Pietrzyk – Chicago Office



What is Asbestos?

- Naturally occurring mineral fiber
- Fibers are virtually indestructible
- Resistant to chemicals and heat
- Has many useful properties, and has been used in over 3,000 different products.



Asbestos Due Diligence

- From a business purchaser's perspective, asbestos due diligence provides a full picture of potential future costs and can influence sales at the negotiation stage.
- Future Costs may include
 - Pre-Demolition Asbestos Inspection
 - Asbestos Abatement or Remediation
 - Required Permits & Fees
 - Business Interruptions



What gets missed during a Pre-Demolition Asbestos Survey?

—Caulk Products

—Floor Tile & Mastic

—Asbestos Siding & Concrete Products

—Roofing Products



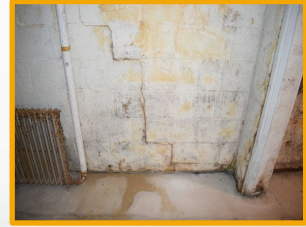
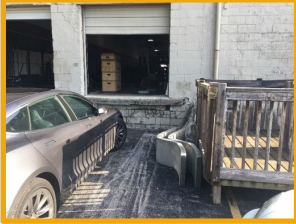
Expanding Due Diligence Beyond the Phase I

How To Explain the Value Of A Property Condition Assessment

Brandon Kay E.I. – Cincinnati Office



Follow Assessments and Recommendations



Expanding Due Diligence Beyond the Phase I

Here's Your Phase 1, Onto Step 2

Adam T. Conti, P.E. – Austin, Texas Office



2020

2012

2019

1997

ASSUMED GROUNDWATER FLOW DIRECTION

APPROX. PROPERTY BOUNDARY

FENCE

GRAVEL

AST

UNUSED AST STORAGE

AST OVER-FILLED RESULTING IN DIESEL FUEL RELEASE

SIGN & RACK STORAGE

LINE DISPOSED

SB-1

STEP UP YOUR GAME

Free \$ \$\$ \$\$\$

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STEP UP YOUR GAME

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CEC



QUESTIONS?

