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CIVIL & ENVIRONMENTAL CONSULTANTS, INC. NAMES NEW CHIEF OPERATING OFFICER

Mike Sheleheda Named COO Following Harry Dravecky's Retirement

PITTSBURGH, Pa. – February 12, 2026 – Civil & Environmental Consultants, Inc. (CEC) announces the appointment of Mike Sheleheda, P.E., as Chief Operating Officer (COO). This transition is part of a planned leadership succession associated with the upcoming retirement of Harry Dravecky, P.E. Sheleheda will work alongside Dravecky until May 1, when he will assume the COO position.

Dravecky has served as CEC's COO since July 2023. He will step down from the role during the first half of 2026 as he approaches retirement. Following the transition, Dravecky intends to remain with the firm for a period of time to support ongoing operational needs. Dravecky joined CEC in 2018 and shortly thereafter served as the Corporate Manufacturing Market Group Lead, later becoming a Vice President of Operations for several of CEC's office locations.

Sheleheda, who has been with CEC since 1999 and serves on its Board of Directors, has held the roles of CEC's Chief Technical Officer since January 2023 and Northeast Regional Vice President of Operations. Before serving in these roles, Sheleheda was the Monroeville Operations Lead and CEC's Civil Engineering Corporate Practice Lead. Specializing in both civil and geotechnical engineering, he is a licensed professional engineer in 15 states. Sheleheda is also a member of the American Society of Civil Engineers, the Geoprofessional Business Association, and the Industrial Asset Management Council.

"Mike and I have been working closely together to complete a seamless transition since he received approval from our Board of Directors," says Dravecky. "Mike's drive and energy, along with his in-depth knowledge and understanding of our company, will result in continued success for our people, our clients, and CEC."

When asked about his goals in his new role, Sheleheda says, "Operationally, my focus will remain firmly on our people and our clients. These values were paramount when I joined the firm 26 years ago; they have been the foundation of our growth and success over that time and will continue to guide our strategic planning and culture. For our team members, we are committed to prioritizing their best interests, professionally and personally, by fostering an environment that delivers meaningful professional development opportunities and long-term value. For our clients, we will continue to listen closely to their needs, provide high-quality services, and build life-long relationships in which we are not only trusted advisors but valued partners and friends."

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About Civil & Environmental Consultants, Inc.: Headquartered in Pittsburgh, Pennsylvania, Civil & Environmental Consultants, Inc. (CEC) is an expanding company with more than 1,600 employees in offices nationwide. CEC provides innovative design solutions and integrated expertise in air quality, civil engineering, cultural resources, ecological sciences, environmental engineering and sciences, manufacturing infrastructure services, survey/geospatial, waste management, and water resources. CEC ranks among the Top 500 Design Firms and Top 200 Environmental Firms according to *Engineering News-Record*. To learn more about CEC, visit www.cecinc.com.