



Tim Shea, P.E.
Vice President and Manager
Veolia North America

33 years
total experience

5 years
with Veolia

Professional Background:

Mr. Shea is a Vice President of Operations and Area Manager with Veolia Water North America Operating Services, LLC (Veolia). He works as part of the company's Municipal Contract Operations group in the Mid-Atlantic region.

Mr. Shea's management responsibility covers water and wastewater operations, maintenance and management (O&M) contracts in a service area that includes New York State, the State of Pennsylvania, as well the State of New Jersey.

Mr. Shea has worked with Veolia since 2015, and he has more than 30 years of water and wastewater industry experience.

In his current role Mr. Shea is engaged in new projects transitions, along with the oversight and management of ongoing long-term operations and projects.

Prior to his current role, Mr. Shea served as the regional manager for an environmental consulting firm. He also previously worked for municipal and regulated private water utilities in management, operational and engineering positions.

Related Project Experience:



Water & WW Operations – New Jersey

- Serves the Project Director and Manager for Veolia's ongoing O&M contracts: with Rahway for their 6-MGD water plant and 96 miles of water main, along with water quality monitoring and management; with Washington Borough for their 1.5-MGD wastewater treatment plant, lift stations and 39 miles of sewer line; and with Jersey City for their 50-MGD water plant and 330 miles of water mains.



Water System Management – Buffalo, New York

- Project Director for Veolia's delegated management operations contract for the Buffalo water system. Under this contract Veolia manages O&M for facilities and operations including: a 160-MGD surface water treatment plant; a low lift pump room with six pumps (having a total rated pumping capacity of 315-MGD); two high-lift pump stations supply the finished-water tanks; and a water distribution system composed of 805 miles of water mains, 23,000 valves and 8,000 fire hydrants.



Wastewater O&M Management – Rockland County, New York

- Veolia's Project Director and regional operations manager for an innovative O&M agreement with Rockland County Sewer District No. 1. This contract covers the O&M of the District's 1.5-MGD sequencing batch reactor advanced wastewater plant.
- This plant was designed by Veolia's in-house engineering resources, with construction management by Veolia's regional Capital Program Management team.
- The new plant is unique, as it is the first municipal wastewater plant treating effluent to near-drinking water quality standards and recharging the river water source aquifer for reuse in a public water supply well field.

Education:

BS, Civil Engineering,
Rutgers University

Licenses/Certifications:

Grade T-2, Water Treatment Plant Operator, New Jersey
Registered Professional Engineer, New Jersey
Certified Municipal Engineer, New Jersey

Current and Past Relevant Experience/Work History:

- **2015-Present: Vice President – Municipal and Commercial Operations Group – Mid-Atlantic Region - Veolia Water North America Operating Services, LLC – New Jersey**
 - Responsible for managing and supporting ongoing long-term O&M and related projects the states of New Jersey, New York and Pennsylvania. This include ongoing O&M agreements with:
 - Washington Borough, New Jersey – Regional Manager for the O&M of the Borough's 1.5-MGD wastewater treatment plant (using an Orbal® biological treatment system with secondary clarifiers) under an agreement that began in 1998. Other elements of the operation include: pump station equipment, instrumentation and all other non-structural components of the pump stations; administration of the Borough's Industrial Pretreatment Program; and implementation of capital and operational improvements.
 - City of Buffalo, New York – Operations Manager for Veolia's Operations Management contract with the City of Buffalo and the Buffalo Water Board. This is a delegated management contract under which Veolia manages the City staff and operations for a water system that serves approximately 73,000 accounts. The operations cover: a 160-MGD surface water treatment plant; 805 miles of water distribution lines; two high-lift pump stations (310 million gallons capacity); two booster pump stations; the underground asset management (UGAM) program; and customer service operations include meter reading and repair, billing and collections and customer service center operations management.
 - Other Contracts in New York – Manages Veolia's other projects and operations in New York State, including: a wastewater O&M contract with the City of Poughkeepsie (10-MGD wastewater treatment plant and nine pump stations, as well as management of the Industrial Pretreatment and biosolids disposal programs); the wastewater O&M contract with Rockland County (1.5-MGD water reclamation plant); and O&M contracts for two industrial sites at Somers, New York, treating domestic and industrial wastewater.
 - Wilmington, Delaware – Managed Veolia's now completed O&M agreement with the City for their 134-MGD Envirex High-Rate Activated Sludge wastewater treatment plant.
 - **2010-2015: Regional Manager, Water Resources – T&M Associates – Middletown, New Jersey**
 - Led all water resource projects and key business opportunities, and managed as staff of 42. Developed water resources annual business plan based on corporate growth. Provided market intelligence such as regulatory drivers and client spending trends across many business units while participating in corporate wide 5-year strategic plan development. Identified, pursued and captured new business opportunities, spurring growth in revenue and increasing client base. Led the marketing and cross sale of in vogue services such as renewable energy projects, contract O&M, and GIS/Asset Management programs.
 - **2007-2010: O'Brien & Gere – Regional Client Service Manager – Edison, New Jersey**
 - Manages the company's sales performance and business relationships in New Jersey and Pennsylvania. Marketed wastewater treatment plant nutrient removal technology in the Chesapeake Bay watershed in Pennsylvania, with projects in Lock Haven and Glen Rock. Served as the Project Manager for a 4.4-MGD iron removal water treatment plant in Jackson, New Jersey, and Project Manager for the community-wide non-potable irrigation system and supply for the Monroe Township MUA, the first such study of its kind in the State of New Jersey.
 - **1998-2007: Executive Director and Director of Engineer – Jackson Township Municipal Utilities Authority – Jackson, New Jersey**
 - Supervised, guided, evaluated, directed and disciplined 45 Authority personnel in conformance with Authority policies, Collective Bargaining Agreement, Civil Service requirements, and other prevailing laws and regulations. The facilities include 12,000 residential and commercial connections, 100+ miles of sanitary sewer mains, 20+ pumping stations, 150+ miles of water distribution piping, 4 groundwater water treatment plants, 11 water supply wells and 8 water storage facilities and a 450,000 gallons per day wastewater treatment plant.
 - Managed \$3.5 million annual capital budget. Selected, managed and provided oversight of all engineering consultants contracted with the Authority for development review, inspection, capital improvement projects and general engineering assistance. Managed and performed in-house engineering using a staff of three. Provided oversight on new water treatment facility including design changes which resulted in savings of over \$1 million.
 - **1992-1998: Director of Engineering – Shorelands Water Company – Hazlet, New Jersey**
 - Responsible for the O&M and improvements for a 17 square mile public water supply system serving 12,000 customers. The company has over 100 miles of water distribution piping, 4 water storage facilities, 10 potable water wells, two water treatment plants, including one of the few membrane plants in New Jersey, and four interconnections with neighboring townships.
 - **1990-1992: Project Manager – Henderson, Breen and Hess – Lacey Township, New Jersey**
 - **1987-1990: Design Engineer/Field Engineer – Schoor DePalma – Brick Township, New Jersey**
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Karine Rougé

Chief Executive Officer (CEO) Municipal Water
Veolia North America

17 years
total experience

11 years
with Veolia

Professional Background:

Ms. Rougé serves as Chief Executive Officer of Veolia North America's Municipal Water services business and will provide corporate leadership and support for this new operations, maintenance and management (O&M) partnership with the Township of North Brunswick. She is part of our corporate leadership team that is responsible for the management and support of water and wastewater projects in the State of New Jersey and other parts of the U.S.

Ms. Rougé rejoined Veolia in 2022 after having worked with the company (predecessor) for over 11 years in multiple roles. This included serving as the Chief of Staff, working for the Group Senior Vice President of Finance in Paris. In that role she managed several organizational and acquisitions projects.

In 2013, Ms. Rougé moved into the role of Senior Vice President in charge of sales for the company's Smart Building division, achieving double digit growth in the smart monitoring of water and energy consumption in commercial and residential buildings. In 2015, she joined the company in North America as President for Treatment Solutions which was integrated into the company's technologies and solutions. Ms. Rougé then served as CEO for the company's Global Services business, where she led a significant expansion of offerings and market positioning. Then in 2020, she was also appointed Chief Transformation Officer.

Prior to joining the company, Ms. Rougé worked at Goldman Sachs in the investment banking division in London, Paris and Johannesburg. In that role she worked on various acquisition and financing projects. Ms. Rougé has extensive experience in the water industry both in North America and Europe, where she led various strategic transformations in the digital, municipal and industrial water sectors to build cutting-edge teams, solutions and services aimed at solving global water treatment challenges.

Ms. Rougé is also an investor in Time for the Planet an innovative non-profit created to fund projects fighting climate change at scale.

Experience Profile:

- **2022-Present: Chief Executive Officer - Municipal Water – Veolia North America – Paramus, New Jersey**
 - Corporate Principal and Manager for Veolia's water operations business in North America. Manages regional teams that are engaged in delivery of services under contract O&M agreements to clients in the State of New Jersey and other parts of the U.S.
- **2021-2022: Director - Direct Infrastructure Developer – New York City, New York**
 - Worked with this leading global asset manager and infrastructure investment company as the leader for their direct infrastructure team. The focus of this work was on water, wastewater and energy transition.
- **2019-2021: Chief Transformation Officer - Water Technologies & Solutions – Veolia (predecessor company – Suez) - Pennsylvania**
 - Managed the company's Water Technologies & Solutions group, a global business unit focused on delivering water treatment technologies, chemicals and services to industrial companies. The group provided a variety of proprietary technologies through various business models and distribution channels to large industrial clients (power, petrochemical, oil and gas, food and beverage, microelectronics, pharmaceuticals).
- **2017-2019: Senior Vice President – ES Services – Veolia (predecessor company – Suez) - Pennsylvania**
 - Lead the Global Services business unit of ES Services, a business unit offering water treatment services to industrial clients globally, with 2,000 field service representatives across Americas, Europe, Middle East and Asia.
 - Developed an offer portfolio driving new types of services, as well as an increase of investments in the business. Achieved improvements of Environmental, Health & Safety metrics.



- **2015-2017: President – Treatment Solutions - North America – Veolia (predecessor company – Suez)**
- New York City, New York
 - Managed a business unit offering water treatment equipment and services to industrial clients in North America, with 500 employees across the U.S. and Canada. Treatment Solutions was created in 2015 after the merger of five smaller technology companies.
 - Managed the restructuring of the company, including a complete shift in commercial offering, major team restructuring, and structuring of the company into one unique brand. The business unit was subsequently integrated into the company's Water Technologies & Solutions group.
- **2013-2015: Senior Vice President of Sales – Smart Buildings – Veolia (predecessor company – Suez)**
- Paris, France
 - Managed a business unit offering smart metering and IT solutions to optimize residential and tertiary asset environmental performance, with a group of 400 employees in France.
 - Directed the work of a team of regional commercial leaders and a marketing and communication team in driving commercial efficiency.
- **2010-2013: Chief of Staff for the Chief Financial Officer – Veolia (predecessor company – Suez)**
- Paris, France
 - Managed a variety of change projects, engaging with teams with very diverse backgrounds and expectations, along with strategic projects, including a large merger project. Served as Secretary of the Audit Committee.
- **2005-2010: Investment Banker – Goldman Sachs – London, UK, Paris, France and Johannesburg, South Africa**
 - Worked in the company's investment banking division in London, Paris and Johannesburg.
 - Worked on various acquisition and financing projects.

Education:

- 2001-2005 - Master of Science in Business Administration and Management - HEC Paris
- 2003-2005 - Master APE, Quantitative Economics - Université de Paris School of Economics
- 1999-2001 - Bachelor of Science in Business Administration and Management - Henri IV

Memberships:

- Board Member, Emmaüs Alternatives Emmaüs Alternatives - Poverty Alleviation
 - French-American Foundation Transatlantic Forum
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Keith Oldewurtel

Chief Operating Officer (COO) Municipal Water
Veolia North America

37 years
total experience

14 years
with Veolia

Professional Background:

Mr. Oldewurtel is the Chief Operating Officer for Veolia's Municipal Water Contract Operations Business and will be the Corporate Project Principal for this new operations, maintenance and management (O&M) partnership with the Township of North Brunswick. In his current role, he serves as the President and Principal for the company's Northeast region, holding key responsibility for customer satisfaction, operational performance, environmental compliance and safety, as well as the financial results of projects in the State of New Jersey and the region.

Mr. Oldewurtel joined Veolia's now divested energy business arm in 2008 as the General Manager of the Grand Rapids, Michigan, district energy system. He has over four decades of experience in utilities management and operation, and has worked as part of Veolia's corporate management team in North America since 2010. This involved serving in a variety of leadership roles including leading a variety of corporate departments: environmental health and safety (EH&S), procurement and technical and performance. Prior to his appointment as Executive Vice President and Chief Operating Officer of the municipal and commercial business, Mr. Oldewurtel served as Senior Vice President of the Central and West regions of the U.S., along with Enovity, the company's energy and facilities management solutions business.

Before joining Veolia, Mr. Oldewurtel spent more than 23 years with Earth Tech, a worldwide engineering and operations, maintenance and management (O&M) company, serving in various leadership positions with that company related to contract O&M of water, wastewater and environmental facilities. He is experienced with all facets of running a successful business including O&M, engineering, business growth, environmental compliance, safety performance, contract strategy/negotiation, team and leadership development, and P&L performance at the project and company-wide levels. He has also authored several trade journal articles and contributed chapters for technical books on private-sector support of municipal utilities.

Related Project Experience:



Corporate Principal – O&M Projects in New Jersey and East Region

- Principal for Veolia's operations and projects in North America, providing corporate level guarantees and support (technical and financial) for service delivery under long term O&M and similar agreement. This includes Veolia's water and wastewater contract O&M projects in the State of New Jersey. Manages a regional technical, management and business team that supports these operations.



Regional Manager – O&M Projects in the Central and West Regions

- Managed Veolia's largest region in the U.S. serving clients in 25 states to provide water, wastewater, energy and waste management services. This includes a 20-year agreement with the Milwaukee Metropolitan Sewerage District (MMSD) for a wastewater system that serve more than 1.1 million people in the greater Milwaukee area. The MMSD's 420-square-mile service area includes 18 municipalities, and the wastewater operations, including two large wastewater plants (300-MGD and 330-MGD) and an extensive sewer and stormwater system.



General Manager – O&M of Energy System - Grand Rapids, Michigan

- Managed Veolia's now divested Grand Rapids district energy network, a system serving more than 130 retail, commercial and government customers in the central business district of the City with centrally-produced steam. The system supplies some 1,250,000 pounds of steam per hour and 13,650 tons of chilled water. The system features four industrial boilers and seven miles of steam pipe distribution network.

Education/Training:

Water and Wastewater Technology
Degree, Bay College, Michigan

Licenses/Certifications:

State of Michigan - Operator Certifications -
Water, Water Distribution and Wastewater
Treatment

Current and Past Relevant Experience/Work History:

- **2019-Present: Chief Operating Officer – Municipal Contract Operations – Veolia Water North America Operating Services, LLC – Lombard, Illinois**
 - Worked in leadership roles for Veolia's municipal and commercial business operation and projects in North America, including Executive Vice President and now COO. Manages business unit responsible for delivering customer satisfaction, operational performance, environmental compliance and safety, as well as the financial results.
 - **2018-2019: Senior Vice President and Manager – Veolia (Central and West Regions) and Enovity (subsidiary company) – Lombard, Illinois**
 - Provided management, leadership and support for the water and wastewater operations of Veolia Water, the energy and related operations of Veolia Energy, as well as the facilities management operations of the Veolia subsidiary company Enovity. The region covers 25 states in the Central and Western regions of the U.S. covering a range of O&M, design/build, design/build/operate (DBO), along with other related services projects.
 - The West regional operations cover the western U.S. states, the Pacific Northwest area, and the Pacific region (including projects and operations in the State of Hawaii). This also includes management responsibility for Veolia's O&M subsidiary company in California, Veolia Water West Operating Services, Inc.
 - **2016-2018: Senior Vice President – North America Environmental, Health and Safety (EH&S) and Procurement Groups – Veolia North America – Lombard, Illinois**
 - Responsible for leadership and management of Veolia's EH&S department, with responsibility for ensuring the health and safety of the general public, customers, subcontractors and employees.
 - Managed a North American team that was responsible for ensuring compliance with all environmental laws, regulations and contractual obligations, while meeting commitments to sustainable development and environmental stewardship.
 - **2013-2016: Sr. Vice President Technical, Performance & Procurement – Veolia North America – Chicago, IL**
 - As leader of the Technical and Performance Department for Veolia in North America, responsible for driving operational and technical performance in the environmental, water and energy businesses across the U.S. and Canada. This department was responsible for establishing and monitoring performance standards and key performance indicators (KPIs), for developing benchmarking programs, and for leading business performance/turnaround projects.
 - **2013: Senior Vice President of Veolia Energy Solutions (in-house energy operations group), and President of SourceOne, Inc. (Veolia's energy consulting and engineering subsidiary company) - Grand Rapids, Michigan**
 - Managed two Veolia business units, SourceOne and Veolia Energy Solutions, which were responsible for the delivery of complementary solutions in energy management, energy efficiency, engineering services and O&M for energy facilities.
 - **2010-2013: Vice President - Central/West Region - Veolia Energy North America – Grand Rapids, Michigan**
 - Provided leadership for Veolia Energy owned and operated central heat and power (CHP) and district energy operations business units, including those in the cities of: Grand Rapids, Michigan; St. Louis and Kansas City, Missouri; Las Vegas, Nevada; Los Angeles, California; and Portland, Oregon. Responsible for ongoing management of operations and business development in the Central and West regions of the U.S.
 - **2008–2010: Vice President and General Manager – Veolia Energy Grand Rapids LLC – Grand Rapids, Michigan**
 - Managed Veolia's owned and operated district heating and cooling operations serving approximately 130 customers in the central business district of the City of Grand Rapids. Veolia acquired the Kent County District Heating and Cooling system in November 2008 and the system generates and distributes 450,000 pounds per hour of steam using four industrial boilers and seven miles of steam pipe distribution pipeline. This meets the needs of hospitals, college campuses, the City's sports arena and exhibition center, office buildings and retail store fronts, City, State and County government facilities, as well as private apartment buildings.
 - **1985–2008: Senior Vice President (and other roles) – Earth Tech – Grand Rapids, Michigan**
 - Worked in increasingly responsible roles with this O&M and DBO services provider serving municipal, industrial and commercial clients throughout North America and the world. Engaged in the management and support of contract O&M projects for water, wastewater and environmental facilities. Additionally, engaged with design/build/operate (DBO) projects for new plants and the upgrade and expansion of existing facilities.
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Ryan Lemli, P.E.
Business Development Manager
Veolia North America

23 years
total experience

8 years
with Veolia

Professional Background:

Mr. Lemli is a Business Development Manager that works as part of the Veolia team in North America engaged in new project development, contract negotiations, new project transition and ongoing contract support as Project/Client Liaison. In this role, he is part of Veolia's Municipal Development team, with responsibility for new project development as well as the support of ongoing projects and operations in the states of New Jersey, New York, Pennsylvania and other parts of the region.

Mr. Lemli joined Veolia in 2014, and he has more than 20 years of water and wastewater industry experience. Prior to joining Veolia, he worked as an engineer and manager involved with projects related to water supply, treatment and distribution system improvements. This work included project management, design, permitting, hydraulic modeling, and construction administration for treatment facilities, pumping stations, water mains, aqueducts, storage tanks, and pressure control facilities. His experience has also involved manned and remote deep-water investigation of New York City's water supply system.

Mr. Lemli's wastewater engineering experience is in design of treatment and conveyance systems. He also has experience in civil engineering disciplines including site grading, drainage design, roadway design, trenchless technology construction techniques and surveying.

Related Project Experience:



Wastewater O&M Management – Washington Borough, New Jersey

Worked as Business Development Manager for the renewal of Veolia's ongoing operations, maintenance and management (O&M) contract with Washington Borough, covering: a 1.5-MGD wastewater treatment plant; seven lift stations; 39 miles of sewer line; along with administration of the Borough's Industrial Pretreatment Program and sludge management program. Additionally, served as the Business Development Manager for Veolia's other wastewater operation in New Jersey, including the O&M of wastewater facilities for Mendham County and the Plumsted Municipal Utilities Authority, New Egypt.



Business Development Manager – Water Operations – Buffalo, New York

- Worked as the Business Development Manager for the renewal of a long-term operations and management contract with the City of Buffalo (Buffalo Water). This is a delegated management contract under which Veolia manages the City staff and operations for a water system that serves approximately 73,000 accounts. These operations include: a 160-MGD surface water treatment plant; 805 miles of water distribution lines; two high-lift pump stations (310 million gallons capacity); two booster pump stations; an underground asset management (UGAM) program; and customer service operations include meter reading and repair, billing and collections and customer service center operations management.



Wastewater & Energy Systems O&M – Pittsburg, Pennsylvania

- Served as the Business Development Manager for the procurement and renewal of an ongoing O&M agreement with the Sports & Exhibition Authority of Pittsburgh and Allegheny. This contract covers wastewater and energy operations serving the David L. Lawrence Convention Center and associated facilities. This system includes a 50,000-gallon-per-day membrane wastewater treatment system with water reclamation and reuse, a 3,750-ton Chilled Water Plant, and pipelines and pump stations serving the North Shore Riverfront Park Water Steps.

Education:

BS, Civil Engineering,
University of Virginia
ME, Environmental Engineering,
Pennsylvania State University

Licenses/Certifications:

Registered Professional Engineer, New Jersey
Certified Construction Documents Technologist
OSHA Hazardous Water and Emergency Response,
Training and Certification

Current and Past Relevant Experience/Work History:

- **2014-Present: Business Development Manager – Municipal and Commercial Operations Group – Veolia Water North America Operating Services, LLC – Philadelphia, Pennsylvania**
 - Serves as Business Development Manager and Client Liaison for projects and operations with Veolia in a service area that covers New Jersey, and other part of the Eastern U.S. Engaged with project development and support for water, wastewater and other related operations projects including those with:
 - Plumsted Municipal Utilities Authority, New Egypt, New Jersey – Managed and supported this new wastewater operations project for a 0.25-MGD wastewater plant and customer service operations.
 - Washington Borough, New Jersey – Managed and supported the renewal of Veolia’s long-term O&M agreement with Washington Borough covering a 1.5-MGD wastewater plant with an Orbal® biological treatment system and secondary clarifiers. Other elements of the operation include: pump station equipment, instrumentation and all other non-structural components of the pump stations; administration of the Borough’s Industrial Pretreatment Program; and implementation of capital and operational improvements.
 - Mendham Township, New Jersey – Serves as the Business Development Manager for Veolia’s ongoing O&M agreement with the Township for operations that include two wastewater plants serving two communities. The Mendham West Plant has an average daily flow of 25,000 gallons per day (GPD), and uses the Rotating Biological Contactor (RBC) treatment technology, and the Mendham East Wastewater Treatment Plant has an average daily flow of 20,000 GPD and uses a Microblox membrane bioreactor (MBR) treatment system; effluent from both plant is discharged to the leach fields located adjacent to the plant sites.
 - Township of Long Hill, New Jersey - Managed and supported new project development and the transition of the wastewater operations for the now completed O&M agreement with Township of Long Hill, New Jersey. These operations included: a 0.9-MGD oxidation ditch wastewater plant; sludge/solids processing and disposal; eight pump stations; 286,290 linear feet of sewers; 1,260 sanitary manholes; and 15,200 linear feet of force mains.
 - City of Buffalo, New York – Served as the Business Development Manager for the renewal of Veolia’s Operations Management contract with the City of Buffalo and the Buffalo Water Board. This is a delegated management contract for managing the City staff and operations for a water system that serves approximately 73,000 accounts.
 - Wilmington, Delaware – Served as the Business Development Manager for the now completed O&M agreement with the City for their 134-MGD Envirex High-Rate Activated Sludge wastewater treatment plant.
 - Sports & Exhibition Authority of Pittsburgh & Allegheny County, Pennsylvania – Served as the Business Development Manager for an initial O&M contract and then renewal of this contract for O&M of wastewater and chilled water systems at the David L. Lawrence Convention Center in Pittsburgh.
 - Other Contracts in New York State – Works as the Business Development Manager in support of Veolia’s other projects and operations in New York State, including: a wastewater O&M contract with the City of Poughkeepsie (10-MGD wastewater treatment plant and nine pump stations, as well as management of the Industrial Pretreatment and biosolids disposal programs); the wastewater O&M contract with Rockland County (1.5-MGD water reclamation plant); and O&M for two industrial wastewater sites at Somers, New York.
- **2012-2014: Office Manager and Principal (Philadelphia Office) - ARCADIS – Philadelphia, Pennsylvania**
 - Served as primary contact and manager for Philadelphia Office, with responsibility for managing workload allocation, staff development, client development, and other office functions. Oversaw the delivery of projects to ensure technical, quality assurance, and financial performance; project construction costs ranged from \$5 million to \$60 million. Key projects managed and implemented in these roles included:
 - New York City Department of Environmental Protection (NYCDEP) - Contract DEL-134 - Hydraulic investigations of the Rondout-West Branch Tunnel. Acted as owner’s agent in assisting NYCDEP with contract administration of oceanographic research contractor in designing an Autonomous Underwater Vehicle to perform a remote deep-water investigation of a 13.5-foot diameter, 45-mile long water supply deep-rock pressure tunnel.
 - Philadelphia Water Department - Baxter Water Treatment Plant - Clear Water Basin Replacement - Philadelphia, Pennsylvania - Design Quality Leader for a \$50 million project to replace a 50 million gallon finished water storage basin. The project involved demolition of the existing basin, and construction of a new 10 million gallon precast and CIP concrete water storage basin, approximately 2,000 feet of 10-foot diameter steel pipe, a new flow control facility, and three junction chambers with 10-foot diameter sluice gates and connections to existing conduits.
 - Atlantic County Utilities Authority (ACUA)-RWBR DCO Energy/Pleasantville, New Jersey - Deputy Project Manager and Lead Project Engineer for a 0.5-MGD wastewater reuse treatment plant treating secondary effluent from ACUA’s City Island wastewater Category I plant to meet New Jersey Department of Environmental Protection Reclaimed Water Standards. Process included microfiltration and reverse osmosis (RO) membranes, a 600,000 gallon reuse water storage tank, pumping systems and a 4,500-foot transmission main.
- **2006-2012: Senior Project Engineer - ARCADIS – Fair Lawn, New Jersey**
- **1999-2006: Project Engineer - ARCADIS – Fair Lawn, New Jersey**



Laura Underwood, PhD
Director of Water Quality & Compliance
Veolia North America



18 years
total experience

2 years
with Veolia

Professional Background:

Dr. Underwood is the Director of Water Quality and Environmental Compliance with Veolia and provides oversight of quality and compliance for water and wastewater operations in the State of New Jersey and other parts of the U.S. She is based in the company's water operations headquarters office in Paramus New Jersey, and is involved in the support of ongoing operations, new project transitions as well as business development activities.

Dr. Underwood's experience covers involvement in the development, implementation, and management of development (product technical support), research (product improvement and evaluation) and industrial production (product synthesis) operations. Her work has included material development and pollutant assessment, and work in the areas of in-situ remediation, improved water quality and treatment for potable and wastewater systems, as well as with enhanced anaerobic digestion for waste management.

Dr. Underwood's academic career involved working in various research roles at sites in the U.S. and internationally.

Work Experience History:

- **2020-Present: Director of Water Quality and Environmental Compliance – Veolia North America (and predecessor Company - Suez) – Paramus, New Jersey**
 - Works as part of a corporate support team providing oversight and support for water quality and compliance. This includes work with operations teams for water and wastewater treatment, water distribution and wastewater collection systems. Additionally engaged in working with the company's environmental services division.
 - Worked as a Technical Leader for the development of a comprehensive water program encompassing: capacity training, compliance workflow efficiency and precision, specialty compliance projects (LCR, PFAs and CCRs) and brand leadership for bids and contract mobilization efforts.
- **2019-2020: Project Manager/R&D Manager (Enterprise, Water Quality, Water/Wastewater Treatment) – American Water – New Jersey**
 - Provided leadership for the development of a source water quality monitoring application and supported the development of broader risk mitigation strategies for watershed pollution and contaminants of emerging concern (Environmental and Operational Leadership Division & Corporate Engineering Division).
 - Performed complex data analysis of source water quality probes experiments (>1 billion data points), communicated the findings to business (primary author, [Water Shepherd Report](#)), and supported the development of a new strategy for source water monitoring to improve detection and response to possible upstream contamination events.
 - Served as a member of the company's Emerging Contaminant Committee composed of top leaders across legal, operations, research, and regulatory departments. The committee focused on devising and implementing various business strategies to address pollutants of emerging concern.
 - Supported the development of a corporate strategy on unregulated pollutants that retained U.S. Environmental Protection Agency health advisory concentration thresholds. Performed all data analysis and database cross-referencing, and produced insights which guided the project (contaminant candidate list, unregulated contaminant monitoring rule, watershed occurrence upstream of intakes, internal and contract laboratory monitoring capabilities, internal historical grab sample data, carcinogenicity, and human health effects).
 - Supported the production of a 5-part video series "Lead Corrosion Control & Treatment Optimization" to address knowledge gaps in corrosion control treatment strategies.
 - Developed a scientific framework to complement and direct A.I. water treatment optimization models for filtration water treatment processes.
- **2018-2019: Scientist – Technology & Innovation Division – American Water – New Jersey**
 - Worked to advance the company's corporate strategy and implementation of water and wastewater utility objectives from a scientific and business development framework to achieve product innovation, treatment optimization, and synchronistic source-to-sink data and process integration.

- Aided the development of a business-wide potable water strategy for technological developments in treatment optimization, compliance sampling and reporting, distribution supply, and surface water monitoring.
- Directed the buildout of several A.I.-powered web-applications (bacti sampling, source water contaminant monitoring, water quality dashboard).
- Surveyed several company facilities to address localized issues, uncover systemic issues, develop strategy to address concerns, and facilitate long-term good faith relationships.
- Implemented pilot programs at four groundwater treatment facilities, evaluated performance, and advised AW state branches on technology adoption for select emerging contaminants such as per-/poly-fluoroalkyl substances.
- **2013-2018: Doctoral Researcher - University of Edinburgh, Scotland**
 - Conducted empirically-led research for the treatment of polluted water systems. This research developed novel inorganic nanomaterials, assessed their properties and ability to remove specific water contaminants and evaluated their performance in applied water and wastewater systems.
- **2014-2015: Engineering International Scholar – Duke University – North Carolina**
 - One of three recipients of the inaugural Charles M. Vest Engineering International Scholarship which awarded funding to pursue research in one of 14 National Academy of Engineering Grand Challenges. Work focused on Providing Access to Clean Water. Synthesized and trialed custom nanomaterials in anaerobic digestion systems for contaminant degradation and enhanced biogas production in wastewater and agricultural waste recycling applications. Collaborated with peers to adapt previous experimental methodologies to increase cross-purpose inquiry/data robustness.
- **2011-2013: Post-graduate Researcher – University of Edinburgh, Scotland**
 - Conducted empirically-led research for the treatment of phenol polluted drinking water systems using novel nanosorbents. This involved a strategic assessment of water treatment processes and water quality challenges through site evaluations and interviews at seven water utility companies within the United Kingdom to further shape experimental design for increased impact and applicability in water pollution control. Represented Scotland and presented group research at a UK-China Forum on Nanotech for Water.
- **2009-2011: Lead Scientist and Laboratory Manager – ABS Materials Inc. – Ohio**
 - Built production and laboratory operations for the company, and then oversaw all scientific and operational matters related to production, in-house/field-testing and reporting. Played a role in hiring and represented the company at professional and community events showcasing water pollutant treatment technologies. Built the first generation chemical process system for product fabrication and led capital acquisition to buildout a commercial research laboratory. Implemented safe laboratory practices, including PPE protocols, MSDS inventories, risk assessments, chemical waste disposal. Developed standard operating procedures (SOPs) for instrumentation, ISO compliant methodologies for water analysis. Supported the on-site in-situ groundwater remediation of a contaminated brownfield site in collaboration with the State of Ohio's Department of Environmental Protection. Implemented all contaminated-site follow-up operations resulting in data for a joint pilot-study publication.
- **2009: Production Chemist - Absorbent Materials LLC - Ohio**
 - Managed the first bench-scale to pilot-sized scale-up of a commercial product with considerations in product development, production, energy consumption, costs, quality control, training, and safety.
- **2004-2009: Research Assistant - College of Wooster - Ohio**
 - Pursued research to support the development and application of a commercial nanomaterial. Published two scientific articles and presented posters at professional conferences.

Education:

- Doctor of Philosophy in Environmental Engineering, University of Edinburgh, 2018
 - Master of Research in Environmental Engineering, University of Edinburgh, 2013
 - Bachelor of Arts in Chemistry, College of Wooster, 2008
 - Certificate in Digital Product Management, Boston University, 2019
-



Theping Chen
Senior Technical Manager
Veolia North America

37 years
total experience

8 years
with Veolia

Professional Background:

Mr. Chen is a Senior Technical Specialist and Senior Project Manager with Veolia Water North America Operating Services, LLC and supports water and wastewater operations in the State of New Jersey and other parts of the U.S. He works as part of Veolia's corporate Technical and Performance Group, which is responsible for providing technical support and capital project expertise for water, wastewater and related operations and projects throughout North America. This group also directs environmental monitoring and asset management programs, and coordinates the delivery of information technology support.

Mr. Chen has extensive experience in water treatment and resource management. He has worked on numerous projects providing studies, planning, design and services during construction projects. This work has included master planning, water and wastewater treatment operations, asset management, residual management and water quality management. As an example, Mr. Chen worked with Veolia's O&M team at the City of Brockton, Massachusetts, to support the operations of a 24-MGD water treatment plant. This work involved conducting a comprehensive process, water quality and cost savings opportunity review. Investigated process and operations approaches, evaluated and pilot-tested a streaming current detector for coagulant dosing optimization, and implemented the Veolia VEOS for Water tool to track performance.

Prior to joining Veolia, Mr. Chen worked as an engineer and manager with major engineering and construction companies in the U.S. This included serving as a Technical Practice Network Leader and Regional Director for Water and Urban Development with ARCADIS in China and other parts of Asia. He also served as the company's Global Drinking Water Oxidation and Disinfection Technical Practice Workgroup Leader.

Mr. Chen has also published extensively on water quality processes and improvements, and presented at a number of technical conferences on these topics.

Related Project Experience:



Water Quality Study/Improvements – Water Plant – Buffalo, New York

- Involved with a process and water quality review for the 160-MGD surface water treatment plant at Buffalo. Supported approaches to optimize the mixing and optimum coagulant dosing, supported capital planning for an induction mixer and streaming current monitor, and supported maintenance work including acid cleaning of the filter media.



Water Quality Studies/Improvement – Water Plant – Phoenix, Arizona

- Managed water quality evaluation and improvements for the 80-MGD Lake Pleasant water plant, a facility with advanced water treatment processes including Veolia's Actiflo® high-rate clarification process, ozone oxidation, GAC contactor and UV disinfection. Conducted treatment process and water quality reviews. Reviewed design documents and the O&M manual, and evaluated process performance and other issues. Developed Veolia's in-house digital process key performance indicators (KPIs) and performance monitoring platform (VEOS for Water) for use at this operation.



Water Quality Studies/Improvements – Water Plant – Tupelo, Mississippi

- Lead a process and water quality review at a regional 18-MGD water treatment plant. Evaluated turbidity probes for the waste filter backwash monitoring, and designed the location and strategy to place the probe. Supported completion of a capital project for real time monitoring of the waste filter backwash water turbidity, which saved almost 50% of the filter backwash water, and shortened the filter ripening time and filter to waste time.

Education/Training:

MS, Environmental Engineering,
University of North Carolina, Chapel Hill
BS, Environmental Engineering,
East China University of Chemical
Technology

Licenses/Certifications:

Registered Professional Engineer, Michigan, 1994
Construction Documentation Technologist

Current and Past Relevant Experience/Work History:

- **2014-Present: Technical Manager – Veolia North America - Ohio**
 - Serves as Technical Specialist and Subject Matter Expert working with Veolia's water and wastewater operations throughout the U.S. This work scope covers water quality evaluations, development of process and operations improvements, and the development and implementation of tools for monitoring and compliance tracking. This has included work with Veolia's O&M teams at water operations with:
 - New Sewickley Water System, Pennsylvania – Provided technical support to address the low chlorine residual issue and high DBP issue for a consecutive system. Reviewed a vendor proposal of boosting the chlorine in the tank which may further increase the DBPs. Reviewed the water data and system information. Proposed shutdown or bypass the elevated storage tank during the summer, among other recommendations. The City eventually confirmed that it could bypass the tank in summer which can resolve both low chlorine residual and high DBP issues, and saved the cost of the option to implement the rental chlorine boost station.
 - Gardner, Massachusetts – Provided leadership for technical support team involved in assessing the conditions and options of membrane systems at the City's surface water and groundwater treatment plants. Provided scope, contacting/negotiation of the quotes and prices for membrane replacement, saving the City \$50,000 from the original quote. Reviewed membrane system evaluation report, operations protocols and membrane cleaning protocols. Provided inputs for PFAS and PFOS sampling. Assisted with the nitrification control program, review of operation data, reports and recommendations; provided inputs on the tank cleaning, and chloramine boost station alternatives. Drafted the detailed technical specifications, and completed basis design calculations and design report for the sodium chlorite storage and feed system.
 - Waterbury, Connecticut - Conducted a comprehensive water process and water quality improvement and cost saving opportunity review at the water treatment plant. Reviewed the historical water quality data, conducted the statistical analysis and trend graphs, and assessment of the water quality compliance and performance. Conducted an onsite investigation of a turbidity spike event. Identified issues of the contaminated alum stock and equipment tubing issues. Discussed the remedies and prevention measures proposed by the plant staff and offered comments and additional recommendations.
 - Gloucester, Massachusetts - Supported the evaluation of aluminum discharge regulation compliance for filter backwash discharge. Reviewed the regulations and current residual aluminum level in discharge. Conducted the jar testing to evaluate the alternative coagulants including ferric chloride to determine the proper coagulant and caustic and sodium bicarbonate dosage, optimum pH and alkalinity levels for simultaneous turbidity, manganese and TOC removals. Conducted a comprehensive process and water quality performance review.
 - Atlanta/Fulton County Water Resources Commission, Georgia - Participated in process and water quality review at this agency's 90-MGD regional water treatment plant which has been operated by Veolia since 1991. Performed analyses for dewatering, filter backwash and disinfection system improvements.
- **2013-2014: Independent Water Consultant - Ohio**
 - Worked as a water quality and process improvement consultant to municipal and other clients.
- **2012-2013: Principal-in-Charge – Arcadis US Water**
- **2012: Technical Director/Technical Practice Network Leader – AECOM Asia**
- **2010-2012: Regional Director – Water and Urban Development – AECOM China**
- **2010: Senior Project Manager/Senior Technical Specialist – AECOM**
- **2006-2009: Global Drinking Water Oxidation and Disinfection Technical Practice Workgroup Leader, Project Manager and Senior Technical Specialist – AECOM**
- **2001-2006: Northeast Region Water Practice Leader and Water Technology Leader and China WBG Technical Director and Project Manager - CH2MHill**
- **1999-2001: Water Technology Council Member, Wastewater Technology Council Member, Project Engineer, Senior Project Engineer and Project Manager – Tetra Tech**
- **1991-1992: Research Engineer and Environmental Engineer – ARCTECH**
- **1988-1991: Research Assistant - UNC-Chapel Hill**
- **1985-1988: Research and Teaching Assistant - East China University of Chemical Technology - Department of Environmental Engineering and Institute of Chemical Environmental Engineering. Research and Teaching Assistant**



John Hroncich, P.E.

Project Manager
Veolia North America



44 years
total experience

30 years
with Veolia

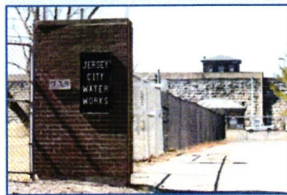
Professional Background:

Mr. Hroncich is a Project Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey, and he has over 30 years working with the company (and predecessors). He is experienced in working as an operations manager for large contract operations, maintenance and management (O&M) projects and has also been engaged in supporting new project transitions.

Mr. Hroncich has more than 40 years of overall experience working in both the water operations industry and at regulatory agencies. His expertise includes all phases of large scale water treatment systems, engineering, design, laboratory, watershed management and customer service. Working with the company in New Jersey, he has managed large water treatment and distribution systems operations. This has included responsibility for all aspects of operations and compliance, along with capital project planning and implementation.

Mr. Hroncich has also worked as an Engineer and Engineering Manager, and been involved with operations evaluations and improvement programs. He also serves as an Adjunct Professor for Environmental Engineering at the New Jersey Institute of Technology.

Experience Profile:



- **2003-Present: Operations/Project Manager – Veolia Water North America Operating Services (predecessor company - Suez) - Jersey City and Hoboken, New Jersey**
 - Works as the Manager for two large operations in New Jersey: Jersey City, for the O&M of a 50-MGD conventional water filtration plant, 330 miles of water mains (transmission and distribution), two water reservoirs (11.3 billion gallons in total capacity), along with customer service and capital planning; and for Hoboken, with O&M responsibility for 40 miles of water mains and customer service operations.
 - Worked as part of the team that improved relations with the Jersey City Municipal Authority. This resulted in the renewal and extension of that operations contract. Reduced costs in key operations and maintenance areas, and also worked to create efficiencies through continual improvement efforts.
 - Managed capital projects, maintained contract compliance, met and exceeded financial targets, built and improved relationship with both clients (Jersey City and Hoboken).
- **2000-2003: Senior Project Engineer – Quality Assurance/Quality Control – Veolia Water North America Operating Services (predecessor company - Suez) - Oradell, New Jersey**
 - Provided regulatory water quality guidance and assistance to all water and wastewater systems. Facilitated the development of standard procedures in a number of areas including maintenance management, operations, customer service, information technology, and other areas. Provided guidance and assistance to legal counsel on two separate cancer cluster litigations involving technical review and consultant assistance.
 - Worked in a leadership capacity with the New Jersey Section of the AWWA to advance the causes of the association.
- **1997-2000: Senior Project Engineer – Veolia Water North America Operating Services (predecessor company - Suez) - Oradell, New Jersey**
 - Worked as a Water Operations Engineer for water system diagnostics, benchmarking, and research. Conducted due diligence and prepared detailed treatment process scenario for the two surface water treatment plants under a contract with the City of Atlanta, Georgia.
 - Prepared and presented papers at conferences on distribution system diagnostics and benchmarking. Promoted research activities in New Jersey through the Research and Technology Transfer Committee of the New Jersey AWWA.
- **1995-1997: Water Operations Engineer – Veolia Water North America Operating Services (predecessor company - Suez) - Harrington Park, New Jersey**
 - Advised systems on plant process by providing assessments, evaluations, troubleshooting and regulatory compliance activities for 27 water systems in 13 states. Reviewed and advised on technical improvements for enhancing water quality, customer satisfaction, and regulatory compliance.

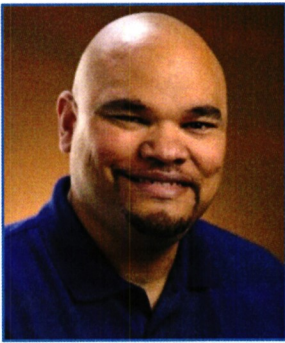
- Managed a corporate-wide operations support function for water quality, regulatory compliance and management; while also continuing to provide residual management and distribution water quality support for the company's New Jersey utility operations.
- Maintained a working knowledge of existing and upcoming national water quality regulations; analyzed data and information to attain the corporate objectives.
- **1992-1995: Water Operations Engineer – Veolia Water North America Operating Services (predecessor company - Suez) - Harrington Park, New Jersey**
 - Developed, implemented and managed operations water quality and regulatory compliance programs in distribution flushing, residuals management, and customer service.
 - Managed residual activities and completed them on budget and on schedule.
 - Prepared, presented and published technical papers at national and local AWWA conferences on distribution quality.
 - Completed pilot projects and prepared comprehensive lead and copper optimization reports for three large water systems.
- **1988-1992: Director of Marketing - Laboratory Resources Inc. - Westwood, New Jersey**
 - Developed and managed cost programs that supported the company growth.
- **1982-1988: Assistant Sanitary Engineer and Sanitary Engineer - Hackensack Water Company - Harrington Park, New Jersey**
 - Negotiated successfully and obtained approval for a major sewer connection with the sewer authority.
 - Handled unusual customer water quality complaints and was able to reach resolution and customer satisfaction.
 - Managed the environmental program and insured compliance with environmental regulations.
- **1980-1982: Environmental Engineer – U.S. Environmental Protection Agency, Region II - New York**
 - Managed cleanup activities at hazardous waste sites on budget and on schedule.
 - Responded to spills and environmental emergencies.
- **1978-1980: Environmental Engineer – New Jersey Department of Environmental Protection (NJDEP) - Trenton, New Jersey**
 - Completed the largest number of water system inspections of any staff engineer and conducted the first successful contamination investigation by the bureau.
 - Reviewed plans and surface water treatment processes for newly designed plants.
 - Conducted inspections of existing facilities to ensure compliance with regulatory standards.
 - Negotiated improvements with systems that were out of compliance.
- **Manager of Sales and Marketing - Laboratory Resources Inc. - Westwood, New Jersey**
 - Developed and managed a sales force and developed marketing plans to position the company in the environmental testing markets that supported expanding growth.

Education:

- BS, Civil and Environmental Engineering, New Jersey Institute of Technology (Newark College of Engineering)

Licenses and Registrations:

- Professional Engineer - New Jersey and Delaware
 - Licensed Water Treatment Operator, T-4, New Jersey
 - Licensed Water Distribution Operator, W-4, New Jersey
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Shane Calvert
Safety & Compliance Manager
Veolia North America

26 years
total experience

26 years
with Veolia

Professional Background:

Mr. Calvert is a Director of Health & Safety with Veolia Water North America Operating Services, LLC (Veolia). He works as part of the company's Environmental, Health and Safety (EH&S) team, with responsibility for the oversight and management of safety, compliance and training for operations, maintenance and management (O&M) and other related projects.

Mr. Calvert is involved with safety and regulatory compliance for new project transitions and for ongoing O&M contracts, including water, wastewater and other municipal operations. This includes responsibility for performing safety audits, staff training, along with the development of site-specific safety plans and standard operations procedures (SOPs).

Most recently, Mr. Calvert worked as part of the transition team for a new O&M contracts with the Downriver Utility Wastewater Authority, Michigan, which covered the transfer of 26 staff from the former utility owner and the recruitment and hiring 22 new staff, and for a new O&M agreement with Chisago County Lakes Joint Sewage Treatment Commission of Chisago County, Minnesota. Under that contract, Veolia transitioned the agency's wastewater plant (serving five communities and a sanitary district), a staff group that included union and non-union staff, and also completed the hiring and training of new staff for the operations. This work involved performing facility safety audits, developing new SOPs, and providing safety training for new hires and transitioning staff.

Prior to his current role, Mr. Calvert served as the Safety & Compliance Manager for Veolia's O&M partnership with the City of Indianapolis, Indiana. That project, which was completed in 2012 with the transition of the facilities to the new owner, ranked as the largest water system O&M partnership in the U.S. at the time. The operations covered a waterworks system serving almost 1 million people in the City and other surrounding communities in Central Indiana.

Mr. Calvert has more than 26 years of overall experience in the O&M field, all of which has been involved in providing management and support for water and wastewater projects. He has also spent his entire career working with Veolia, starting as part of the O&M team for the long-running water and wastewater contract with the City of Junction City, Kansas.

Relevant Experience:



Wastewater Operations – Milwaukee, Wisconsin

- Serves as the regional Health & Safety Support Manager for Veolia's ongoing 20-year O&M agreement with the Milwaukee Metropolitan Sewerage District. The Milwaukee operations cover two large wastewater treatment plants (300-MGD and 330-MGD) and an extensive collection system and stormwater management system that serve a regional population base of more than 1.1 million.



Wastewater Operations - Downriver Utility Wastewater Authority, Michigan

- Serves as the Regional Health & Safety Manager under this new agreement, with involvement starting at the transition stage and now continuing over the course of this 20 year agreement. The Authority was established as this new agency assumed the wastewater assets of Wayne County, which includes the City of Detroit. The system now ranks as the second largest wastewater operation in the State of Michigan, serving a population base of over 350,000.



Water System Operations – Indianapolis, Indiana

- Served as the dedicated Health & Safety Manager for this regional water system. Engaged in safety and compliance training, monitoring, audits and reporting (internal and regulatory agency). Worked with the O&M team to resolve issues and develop new SOPs and standards for the operation. Supported the work of Veolia's corporate safety and compliance team for other water operations sites in North America, sharing lessons-learned and best practices.

Education:

AAS, Environmental Health & Safety
 OSHA Training Courses: 40-Hour compliance
 301 Trenching & Shoring; Competent Person;
 and Train-the-Trainer Course

Licenses/Certifications:

Class B, Wastewater Operator Certification,
 Texas and Grade IV, Wastewater Operator
 License, Kansas
 Certified Water Safety Instructor

Current and Past Relevant Experience/Work History:

- **2011-Present: Safety & Compliance Manager - Veolia Water North America – Indianapolis, Indiana**
 - Involved in supporting safety and regulatory compliance for Veolia's ongoing O&M projects and contracts, including water, wastewater, energy and other municipal operations. Additionally, responsible for: developing and managing corporate health and safety programs; developing corporate and site safety risk assessments; developing staff training; managing proactive safety measures; developing safety plans Mental Safety Assessments (MSAs) job safety assessments (JSAs); and ensuring site compliance with OSHA Industrial regulations(1910) and OSHA construction regulations (1926).
 - Provides safety, security and environmental compliance training, facility and program audits, and other support for water and wastewater operations projects, including ongoing projects and new project transitions.
 - Provides safety and compliance oversight, training and support for Veolia's ongoing O&M contracts in the State of Michigan, and other water and wastewater operations projects in the Central region.
 - Worked as part of Veolia's transition and support team for a new O&M contract with the Downriver Utility Wastewater Authority (DUWA), Wayne County, Michigan. This is a 20-year O&M agreement to provide wastewater services for this newly-formed agency that is comprised of 13 member communities.
 - Working as part Veolia's transition team for the new O&M agreement with Chisago Lakes Joint Sewage Treatment Commission of Chisago County, Minnesota. This new project is in the process of being transitioned to Veolia and will cover the O&M of including an Activated Sludge-Sequencing Batch Reactor facility with a wet weather treatment capacity of 2.4-MGD.
 - Works as part of a corporate safety team to support safety and compliance for Veolia's projects and operations in North America.
- **2007-2010: Environmental, Health and Safety (EHS&S) Manger - Veolia Water Indianapolis, LLC - Indianapolis, Indiana**
 - Responsible for all aspects of safety and regulatory compliance in support for the water systems operations and management contract with the City of Indianapolis.
 - Additionally, served as a regional resource for the Central U.S. to support other Veolia O&M contracts in the areas of safety, compliance and training.
- **2001-2007: West Region EHS&S Manager – Veolia Water North America Operating Services, LLC – Houston, Texas**
 - Provided safety and environmental compliance training, facility and program audits, and other support for O&M and related projects.
- **1995-2001: Assistant O&M Project Manager and Environmental, Health, Safety & Security Officer – Junction City, Kansas - Veolia Water North America – Central, LLC**
 - Worked as part of the O&M management team for the City's water and wastewater facilities.
 - Under this ongoing operation, maintains Veolia O&M responsibility for Junction City's wastewater operations, including an older 2.5-MGD advanced wastewater and the new Southwest plant (a 2.5-MGD domestic/ industrial pretreatment plant), as well as the City's biosolids land application program. The Southwest wastewater plant was a Veolia design/build/operate (DBO) project and the only such treatment plant in the State of Kansas with industrial pretreatment and domestic wastewater treatment in the same plant. The DBO project has a value of \$7-million, and the plant was built in only 39 weeks to meet the needs of a new 100,000-ton-per-year sausage processing industry that was locating in the City. That industry client does not have a pretreatment system, and the Veolia operated plant directly treats all process and sanitary waste from their operations.
 - Veolia also manages the water operations, which includes O&M responsibility for a 10-MGD water treatment plant, water wells, booster station and storage tanks.
 - Annual flows for the operations are more than 1.5 billion gallons at the water plant and a combined 950 million gallons at the wastewater plants.
 - Held additional responsibility as the Site Safety Officer for the operations, which involved safety monitoring and reporting, staff training, and for working with the O&M team to maintain a safe and compliant operation.



Jackie Schneider, PHR, SHRM-CP

Human Resources Manager
Veolia North America

27 years
total experience

23 years
with Veolia

Professional Background:

Ms. Schneider is a Human Resources Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. She has almost 30 years of experience working with the company (and predecessors), and supports contract operations, maintenance and management (O&M) projects. She has also been engaged in supporting new project transition, including the transition of small and large staff groups.

Ms. Schneider has a broad knowledge of all aspects of Human Resource management, including benefits, succession planning, staffing, retention, compensation, company policies, workforce planning, organizational development, labor relations and collective bargaining, and conflict resolution. She has also demonstrated the ability to form strong partnerships and business relationships with clients at both management and union leadership levels.

Experience Profile:

- **1999-Present: Human Resources Business Partner and Other Roles – Veolia Water North America Operating Services, LLC (predecessor company – Suez) – Paramus, New Jersey**
 - Human Resources Partner:
 - Serves as business partner supporting projects and operations in the East region, with 14 collective bargaining units. This includes responsibility for Human Resources management for projects and operations in the State of New Jersey.
 - Provides direction and guidance on all employee and labor relations issues, specifically compensation, benefits, recruiting, talent development, organizational design and effectiveness, and training.
 - Designs and delivers training programs on diverse topics, including reasonable accommodations, harassment prevention, leadership, development, employee feedback, interviewing techniques, benefits enrollment, and reward and recognition programs.
 - Provides oversight and direction for the recruitment of key talent positions within assigned Divisions.
 - Created an incentive program to attract, reward and retain licensed water and wastewater operators.
 - Collaborated on the creation of a new non-exempt bonus plan to align performance with the company's business objectives.
 - Represented the company as second chair in three significant collective bargaining negotiations; two conducted simultaneously. Coordinated pre-negotiation activities and managed all post-negotiation processes.
 - Previous roles included support to projects/business units throughout environmental services and utilities segments of the company's business.
 - Senior Human Resources Generalist:
 - Supported 1,200 management and union employees throughout company's regulated business segment, located across eight states and represented by nine collective bargaining units.
 - Performed full-cycle recruitment for external hires and internal promotions, including development of advertisements, pre-screening, interviewing, selection, orientation and on-boarding.
 - Served as Subject Matter Expert in the areas of health and welfare plans, recruiting and compensation administration.
 - Participated in bargaining unit employee mediations and arbitrations; conducted investigations into all claims of harassment, discrimination, contract violations and other alleged unfair labor practices.
 - Implemented a tool for managing the performance and development of all non-exempt employees, including developing documented policy and procedure, and training all managers to ensure proper use.



- Designed and implemented bargaining unit testing program for company's largest business unit, reducing company's annual testing costs by \$150,000 and the time to fill each position by almost 70%.
- In collaboration with the Senior Vice President of Human Resources, researched, designed and implemented an absence control policy to guide managers through progressive disciplinary steps to address habitual offenders.
- Participated in organizational design of New York business unit, including delivery of 360-degree feedback and coaching to 13-member management team.
- **Senior Benefits Analyst:**
 - Oversaw a team of internal stakeholders and external vendors to migrate the company from a paper-based enrollment system to a web-based benefits enrollment system.
 - Implemented the semi-automation of pension self-service to employees.
 - Administered all health and welfare benefits plans for approximately 2,300 employees, and retirement medical plans for approximately 1,000 retirees.
- **1995-1999: Human Resources Administrator - Hoke Incorporated - Cresskill, New Jersey**
 - Provided Human Resources administration support to director of labor and employee relations for 660-person international manufacturing company.
 - Administered employee benefits including medical insurance, disability and 401(k) savings plans.
 - Conducted orientation of new employee hires.
 - Administered and coordinated worker's compensation insurance benefits.
 - Assisted department managers with recruiting, including creation of ads and resume screening.
 - Ensured company ISO 9001 compliance by maintaining proper documentation.
 - Prepared government reports including AAP, EEO and OSHA 200 logs. Co-chaired the company's safety committee.

Education:

- Business, Management and Human Resources, Empire State College, New York

Certifications and Professional Affiliations:

- Professional in Human Resources (PHR)
 - Professional Society of Human Resources Management (SHRM CP) and HRCI (PHR)
 - Labor Relations Certification – Cornell University Institute of Labor Relations
 - Human Resources Generalist Certification – Society for Human Resources Management
 - Human Resources Law Certification – Employers Association of New Jersey
 - PDI Certified to deliver 360 evaluation and feedback sessions
 - HRBP Certification – Institute of Organization Development
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Melissa Kay Demsky, P.E.
Senior Director of Asset Management



18 years
total experience

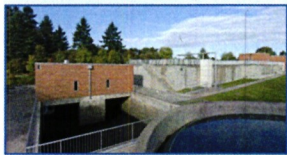
15 years
with Veolia

Professional Background:

Ms. Demsky is the Senior Director of Asset Management for Veolia Water North America Operating Services, LLC (Veolia), managing a team of engineers, operations, maintenance and other specialists who support the asset management needs of water and wastewater operations throughout the U.S. Veolia’s asset management approach is focused on protecting assets with effective maintenance, repair and replacement, reducing life cycle costing and preserving optimized equipment life expectancy.

Prior to her current role, Ms. Demsky led Veolia’s above-ground asset management (AGAM) activities as the Asset Coordinator and Manager in the West region. That work included the integration of asset management disciplines and best maintenance practices. She was also part of the operations, maintenance and management (O&M) team for wastewater operations in Washington and Oregon. This included an O&M project at Gresham, Oregon’s 20-MGD wastewater plant. That plant achieved energy net zero through a comprehensive cogeneration program using biogas from the treatment plant and fats, oils and grease processing operations. Ms. Demsky has over 18 years of professional experience in the water and wastewater industry,

Relevant Experience:



Water Treatment Facilities Asset Management – Wilsonville, Oregon

- Worked as part of Veolia’s regional team and now as the national leader Asset Management Group supporting the ongoing operations of the 15-MGD Willamette River Water Treatment Plant at Wilsonville. This plant’s multi-barrier treatment approach uses Veolia’s Actiflo® high rate clarification process, intermediate oxidation with ozone and other sub-processes.



Wastewater Treatment Plant O&M – Vancouver, Washington

- Worked as the Assistant Project Manager and Asset Manager for Veolia’s now completed long-term O&M agreement covering three treatment facilities, including: two activated sludge plants (28.26- MGD and 16.1-MGD) and a multi-stage aerated industrial lagoon. Managed the O&M work scope and team performing: asset management, laboratory analyses, industrial pretreatment program management, and utility and chemical optimization programs.



Water and Wastewater Operations Support – U.S. and Canada

- Provided expertise to major municipalities through Veolia’s Resource Optimization consulting model, including evaluation of wastewater and biosolids facilities O&M and management for the City of San Francisco, California, and the City of Winnipeg, Manitoba, Canada. At that City of Winnipeg Veolia has a 30-year Alliance Partnership agreement covering operations improvements, along with support of a large-scale capital upgrade and expansion program for the City’s wastewater treatment plants and biosolids management facilities.



O&M Support - West Basin Water Recycling Facility – El Segundo, California

- Managed O&M of a desalination pilot program at the now 40-MGD Edward C. Little Water Recycling Facility, owned by the West Basin Municipal Water District (and now operated by Veolia). Pilot program scope focused on: coordination of field operations, construction oversight, equipment start-up and inspection; development of operating procedures; supervision and training of staff; implementation of safety program; data review and analysis; and monthly reporting to client, consultants and customers. Additionally, analyzed chemical usage and developed a method for tracking usage on a monthly basis, performed a mechanical analysis of Title 22 Filters, and utilized filter media pilot operations to evaluate and optimize filter system operations. Also, responsible for process control, optimization and data analysis for other wastewater systems during the pilot plant operations.

Education:

BS, Chemical Engineering (Materials Option), University of Missouri-Columbia, 2002

License:

Registered Professional Chemical Engineer, California
Certified Wastewater Operator Grade III California, Group II Washington, and Grade II Oregon

Current and Past Relevant Experience/Work History:

- **2013-Present: Senior Director of Asset Management – Regional Asset Management Group (and other roles) – Veolia North America – West, LLC and Veolia Water North America – Central, LLC – Vancouver, Washington**
 - Leads a team that is responsible for the implementation of above-ground and underground Asset Management and best maintenance practices at Veolia maintained or owned facilities in the U.S.; influences an average of \$10 million in annual maintenance spending. Disciplines implemented at these operations include: computerized maintenance management systems (CMMS) applications; AGAM programs; Criticality Reviews; Condition Assessments; maintenance and Capital long range planning; network and GIS Management; Reliability Centered Maintenance (RCM) reviews; and Key Performance Indicator (KPI) implementation and monitoring.
 - Provided expertise to major metropolitan municipalities through Veolia's Resource Optimization consulting model, including operations and management evaluations for the wastewater utility operations and biosolids management for the City of San Francisco (Public Utilities Commission), California, and the City of Winnipeg, Manitoba, Canada.
 - Led an RCM study of biogas condition system for their cogenerating unit and identified optimization and spares that yielded savings of \$300,000 in downtime costs and lost energy revenue recovery.
 - **2009-2013: Regional Director - Asset Management – Veolia Water North America – West LLC – Vancouver, Washington**
 - Responsible for the integration of asset management disciplines and best maintenance practices at Veolia O&M project sites. This included providing support to wastewater operations in the states of Washington and Oregon. Launched a KPI program for 25 of Veolia's operated projects. This included the development of metrics for monitoring CMMS work order outputs, alarm limits and triggers for further evaluation. Established monthly reporting and follow-up procedures that continue today.
 - Optimized predictive and condition monitoring of equipment at numerous facilities to identify early onset of equipment failures, reducing annual maintenance spend and increasing reliability. Provided oversight for the implementation of CMMS systems at O&M project sites.
 - Assisted with maintenance and CMMS training sessions for Veolia's O&M projects in the West region, and in other areas of North America. Utilized change management disciplines resulting in site-specific ownership and continuous improvement programs. Responsible for the development and completion of continuous improvement programs at all levels from plant staff, area management and through presentation of results to site clients.
 - **2005-2009: Assistant Project Manager – Veolia Water North America – West LLC – City of Vancouver, Washington**
 - Served as part of the management team for the operation of the City of Vancouver, Washington's three wastewater treatment facilities, including: two activated sludge facilities (28.26 MGD and 16.1 MGD) and a multi-stage aerated industrial lagoon. Responsible for managing a project team that performed the OM&M work scope, including: asset management, laboratory analyses, industrial pretreatment program management, and utility and chemical optimization programs.
 - Directly managed the maintenance department, including a staff of 12, with responsibility for budgeting, capital planning, project support, personnel development, client support and all reporting requirements.
 - Responsible for managing the proactive implementation of a corporate led asset management initiative. This included implementation of a systematic criticality review, condition assessment, long range capital planning model, key performance indicator monitoring, and continuous improvement. Provided asset management implementation assistance and training sessions throughout the company. Assisted in pilot-testing multiple improvements and interfaces to the plant CMMS, and completed RCM studies on top critical systems and prepared template files for utilization at other facilities at the Vancouver wastewater plant.
 - **2002-2005: Assistant Process Control Engineer – United Water – West Basin Water Recycling Facility - El Segundo, California**
 - Managed O&M of a desalination pilot, including project team coordination, development of operating procedures, supervision and training of personnel, field operations, construction oversight, equipment start-up and inspection, sampling, data review and analysis. Analyzed chemical usage and developed a sustainable method for tracking usage on a monthly basis. Performed a mechanical analysis of Title 22 Filters and utilized filter media pilot operations to evaluate and optimize filter operations. Assisted in the implementation and expansion of the facility safety program. Completed monthly reporting to client, consultants, and customers. Responsible for process control, optimization and data analysis for other wastewater systems.
-



Frank Coredero, Jr.
Digital & Customer Operations Manager
Veolia North America

21 years
total experience
10 years
with Veolia

Professional Background:

Ms. Cordero is a Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. In this role he supports digital tools and customer service operations needs for projects in New Jersey and the region.

Ms. Cordero has more than 20 years of experience and he has worked with the company (and predecessors) for more than a decade in supporting water and wastewater operations.

Mr. Cordero has skills and experience in the areas of: digitalization; business enablement; Enterprise Solutions; process standardization and Automation; as well as program and project management.

In his current role, Mr. Cordero has been involved with support and maintenance for metering systems and for other digital operations management and support tools.

Experience Profile:

- **2012-Present: Digital Operations Manager, Customer Operations Product Manager and Other Roles – Veolia Water North America Operating Services, LLC (predecessor company – Suez) – Paramus, New Jersey**

- Digital Operations Manager:

- Responsible for the development and implementation of corporate wide business initiatives while also maintaining support and maintenance for AMI, Metering and Workforce Management (WFM) technologies and analytics.
- Implemented an AMI roadmap defining the Strategic initiatives, processes and procedures to be developed/delivered initiatives outlined in the roadmap/secured IT operations and delivery of game changing business technology programs.
- Identified savings with the automation of AMI and meters processes for the company in North America. Identified Analytical trends and designed KPI dashboards to assist in correcting and troubleshooting of analytical trends. Defined the process and standards of AMI rollout in North America.
- Designed a step-by-step guide used for the implementation of an AMI network.
- Designed, tested and implemented AMI data integration with corporate web page.
- Led training efforts for North America as they relate to AMI, Metering and WFM ensuring staff understand Digital Customer Operations services, systems and procedures
- Implemented automated tracking system to track and maintain the health of AMI networks, coordinated system upgrades, and implemented reports on Customer Operation key performance indicators (KPIs).

- Meter Asset Manager:

- Led operations and field staff for large utility operations in North America, covering over 200,000 assets Work involved 39 employees, seven business areas and an annual budget responsibility \$15 million (Opex and Capex). Implemented AMI technology to minimize drive time and reduce Opex expenses. Improved the overall metering process by increasing productivity by 15% year over year. Identified antiquated processes and streamlined processes through automation and utilization of new tools.
- Managed safety compliance with all company and OSHA safety standards.
- Led the Board of Public Utilities (BPU) reporting and management of regulatory initiatives
- Developed KPIs for proper tracking, trend setting and accountability. Responsible for monthly presentations on KPIs, budget and trends.
- Ensured all INCOME (CODIS) controls were monitored and reported in line with approved and established processes.
- Forecasted budget trends and staffing levels based on CAPEX budget.



- **Collections Supervisor:**
 - Managed a team of 13 employees and three business areas.
 - Reduced outstanding accounts receivables by >\$1 million. Reduced days billed outstanding (DBO).
 - Interacted with Customers daily to de-escalate issues and resolve problems.
 - Performed field investigations and trainings to ensure company and OSHA safety standards.
 - Responsible for the back office work relating to bankruptcy filings, payments, credit approvals, etc.
 - Collaborated with various departments.
- **2009-2012: Credit and Collections Manager – Intek Leasing - Roseland, New Jersey**
 - Managed a Credit and Collections portfolio for commercial loans, leased vehicles and equipment; covering a \$20 million portfolio.
 - Coordinated the repossession of collateral.
 - Provided monthly financial reports to the company and its lenders.
 - Supervised the transition of new portfolio acquisitions.
 - Acted as a court representative for mediations and legal disputes.
 - Maintained high-level professional Customer Service.
 - Assessed and analyzed risks to mitigate losses.
 - Reduced outstanding fees by >\$500,000.
- **2001-2008: Assistant Vice President (Risk Operations Team Leader) and Other Roles - Bank of America - Newark, New Jersey**
 - Managed credit and collection services as it relates to credit card portfolios; \$40 million Portfolio Management.
 - Responsible for mentoring and administering monthly and quarterly performance appraisals.
 - Managed all stages of collections delinquency, including 60-day, 90-day, 120-day, 150-day, and 180-day Charge-Off in both the English and Spanish queues.
 - Scheduled and monitored workflow, provided coaching and feedback, and resolved complex customer issues.
 - Assumed lead responsibility for division wide projects, leading other team managers.
 - Evaluated Customer and associate retention.
 - Maintained consistent goal achievement.
 - Received credit lending authority.

Education:

- Montclair State University - 1999-2001

Certification:

- ITIL Certification
(service management best practices, utilizing processes, terminology and methods)
-



Ed Hackney
Technical Director
Veolia North America

29 years
 total experience

10 years
 with Veolia

Professional Background:

Ms. Hackney is a Technical Director with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey supporting digital tools to meet operations needs for projects in the State of New Jersey and other parts of the East region. He has more than a decade of experience working with the company (and predecessors).

Mr. Hackney has almost 30 years of technology experience with responsibility for: technical strategy definition; securing and optimizing SCADA, GIS, metering, hydraulic modeling systems and process control systems for water and wastewater operations; research and development; as well as the design, construction and integration.

In earlier roles, Mr. Hackney directed IT Infrastructure, Security and Compliance groups. He also worked at three startups, consulted for KPMG and Arthur Andersen, and was the Chief Technology Officer (CTO) and co-founder of an internet service provider (ISP).

Experience Profile:



- **2002-Present: Technical Director and Other Roles – Veolia Water North America Operating Services, LLC (predecessor company – Suez) – Paramus, New Jersey**
 - Technical Director for revenue management overseeing the Revenue Management Team's technical capabilities and direction. Involved with Smart Water Grid applications and project deployment and support.
 - Served as Director of Engineering Systems:
 - Managed a team responsible for SCADA system migrations and upgrades for systems including HSQ, Wonderware, Allen-Bradley, Genesis, Bristol Babcock, GE and others, on platforms ranging from DOS to HP-UX to Windows.
 - Responsible for state-of-the-art \$1 million Control Room design and construction.
 - Led project to replace a legacy UNIX-based SCADA system operating on proprietary hardware in a 180-mgd plant with 7,000 points and 130 remote stations without any service interruption.
 - Implemented a secure SCADA remote access solution robust enough to survive a stringent security audit, yet light-weight and open enough to run from a mobile phone.
 - Built consensus among over 20 professionals from 10 different business units and created a single enterprise GIS data model for water and wastewater operations.
 - Converted and consolidated over 20 individual mapping systems into the standard GIS data model and opened up the data to other uses and applications via web services.
 - Developed and implemented a set of enterprise SCADA standards covering security, project management, HMI, network design, wiring, and other tasks.
 - Managed the localization and compliance issues around bringing a European hybrid meter reading/SCADA product to the U.S. market
 - Supported various SCADA needs for water and wastewater operations business units.
- **1999-2002: Chief Technology Officer (CTO), CTOCTO, Parsippany, New Jersey**
 - Led company in deploying DSL ISP in the New York market. Drafted proposals, led presentations to and raised funding from VC firms, private investors and hedge funds.
 - Developed and adapted technical and business models for fixed wireless and DSL services to respond to shifting telecom environment. Recruited and trained sales and technology support staff.
 - Organized team and developed all operations procedures. Lead team of 30. Established strategic investment partnerships with Crown Castle, Winstar Communications and AT&T.
- **1999: Manager - Arthur Andersen Business Consulting - New York, New York**
 - Published whitepapers on e-commerce, Windows Sever deployment and high-volume web hosting architectures. Supported client work in the areas of: Samsung - Web Strategy; HP - Website Usability; and FreeRide.com - IT Infrastructure and Security.

- **1997-1999: Network Architect/Webmaster – HP - Woodbridge, New Jersey**
 - Implement networks and systems. Set up network operations in US and UK.
 - Selected and managed outsourced web hosting service provider for core business applications.
 - Served as the Webmaster for HP's online financing site.
- **1996-1997: Consultant - KPMG Consulting - New York, New York**
 - Provided startup leasing company with financial systems, LAN/WAN design and implementation.
 - Deployed national frame relay network, point-of-sale and financial reporting/forecasting systems for Revlon.
 - Designed global networks for GTI TeleSystems (20 countries) and ICF Kaiser (70 countries).
- **1993-1995: Technology Director - K2 DIGITAL - New York, New York**
 - Worked as part of this startup web advertising agency.
 - Produced sites for TDWaterhouse (online trading), Prudential Securities, AOL, MCI (intranet) and Toys R Us (gift registry).
 - Designed architecture for the IBM Deep Blue vs. Gary Kasparov chess match.

Education:

- MBA, Fordham University, New York, New York, 2001
- BS, Marketing, Rutgers University, New Brunswick, New Jersey, 1995

Certifications/Memberships:

- InfraGard, a partnership between the FBI and the private sector for utility industry cyber security
 - American Water Works Association
 - International Society of Automation
 - Microsoft Certified Professional
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Jason Kiernan
Area Manager
Veolia North America

21 years
total experience

4 years
with Veolia

Professional Background:

Mr. Kiernan is an Area Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey, and he has more than two decades of experience working as a manager for water and wastewater operations, maintenance and management (O&M) projects.

Mr. Kiernan has extensive experience, including expertise of diverse wastewater and remediation sites, executive management of water and wastewater treatment facilities and technical report preparation. He has extensive knowledge of State of New Jersey rules and regulations, as well as environment, health and safety policies and procedures. Mr. Kiernan has demonstrated experience in managing and maintaining cost-efficient, proficient and safe project operations, while complying with all company, state and federal rules and regulations.

Mr. Kiernan has worked as an Adjunct Instructor since 2017 at Rutgers University, New Brunswick, New Jersey. Instructor of Industrial Wastewater Treatment Class covering State of New Jersey (NJDEP) rules and regulations governing industrial treatment, biological, physical and chemical treatment options and industrial waste characteristics and treatment techniques.

Experience Profile:



- **2020-Present: Area Manager – Veolia Water North America Operating Service, LLC (predecessor company - SUEZ North America) - Bayonne, New Jersey**
 - Works as the Regional Manager for water and wastewater treatment facilities and operations located in New Jersey.
 - Responsible for managing Project Manager at these operations to ensure all contractual and client expectations are being achieved.
 - Responsible managing financial, safety and compliance performance, ensuring safety and health policies are met in a timely fashion.
 - Manages client relations as it relates to project and operations performance.
- **2018-2020: Project Manager - Veolia Water North America Operating Service, LLC (predecessor company - SUEZ North America) - Bayonne, New Jersey**
 - Worked as the Project Manager for water operations under this 40-year contract, including management of distribution and collection system, and oversight of all system capital improvements as dictated by the client.
 - Responsible for the oversight of a 110 miles of distribution system, 97 miles of collection lines, 1,085 fire hydrants and 11,900 service connections.
 - Supervised 21 employees, safety training, budget, purchasing and bid preparations for capital projects and road restoration materials.
 - Capital project work which included: replacement of undersized water mains within the distribution system, upgrading to 8-inch mains, including the addition of fire hydrants and new valves; completed meter change-out, including the installation of 11,800 new water meters, which included an AMI reading system that incorporated into local customer service system; and upgraded SCADA system to include multiple and pump station points and distribution system sites.
 - Worked with the City to reduce Non-Revenue Water through leak detection, large industry investigation, aqueduct assessment and the testing of valves.
- **2015-2018: Director of Wastewater Operations - Montgomery Township, New Jersey**
 - Directly supervised the O&M and operations optimization for six advanced wastewater treatment facilities, 13 pump stations and 60 miles of sewer lines.
 - Supervised various capital construction projects within the Township, including plant consolidations, pump stations, collection lines/forcemain installations and system upgrades.
 - Maintained fiscal responsibility for the annual budget.
 - Responsible for technical report preparation, regulatory paperwork/permitting for compliance with New Jersey Department of Environmental Standards (NJDES) permit standards.

- **2012-2015: Assistant Operations Manager, East Region - Envirogen Technologies, Inc. - Ewing, New Jersey**
 - Responsible for supervisory and technical oversight of several U.S. Environmental Protection Agency (U.S. EPA) Superfund Sites in the states of New Jersey and Pennsylvania.
 - Involved with system operations and construction project management, technical report preparation, budgeting and invoicing and business development for 12 U.S. EPA Superfund Sites in Region II and III.
 - Held fiscal responsibility for projects in East Region of U.S.
- **2001-2012: Senior Project Manager - Bigler Associates, Inc. - Lakewood, New Jersey**
 - Worked as a Senior Project Manager and Laboratory Manager for company operations in the Southern New Jersey and Eastern Pennsylvania region.
 - Operated, performed bench-scale studies on several types of remedial sites including air sparge/soil vapor extraction, chemical oxidation, air stripping, metals precipitation, and various filtration types.
 - Supervised groundwater sampling events, operation of groundwater, wastewater and drinking water facilities.

Education:

- MS, Environmental Science, Rutgers University, New Jersey
- BS, Environmental Science, Richard Stockton College of New Jersey

Licenses and Certifications:

- New Jersey licensed S-4 Wastewater Operator, NJDEP
 - New Jersey licensed N-4 Industrial Operator, NJDEP
 - New Jersey licensed C-3 Wastewater Collection operator, NJ DEP
 - New Jersey licensed W-2 Water Distribution operator, NJ DEP
 - New Jersey licensed T-1 Water Treatment operator, NJ DEP
 - Certified Public Works Manager, New Jersey
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Michael Leahy
Project Director and Manager
Veolia North America

40 years
total experience

40 years
with Veolia

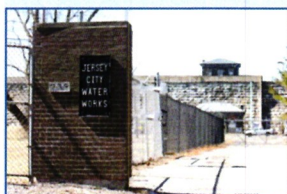
Professional Background:

Mr. Leahy is a Project Director and Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. He has spent his entire working career with the company (and predecessors). Mr. Leahy is experienced with the operations, maintenance and management (O&M) of large water treatment systems, transmission and distribution systems, as well as with capital planning and construction.

Mr. Leahy's experience includes the operations and management of complex distribution networks for both municipally-owned and utility-owned systems. Throughout his tenure with the company he has worked in increasing responsible roles for operations and projects in the State of New Jersey and other parts of the East region.

Mr. Leahy has extensive knowledge of State of New Jersey rules and regulations, as well as environment, health and safety policies and procedures. He has demonstrated experience in managing and maintaining cost-efficient, proficient and safe project operations, while complying with all company, state and federal rules and regulations.

Experience Profile:

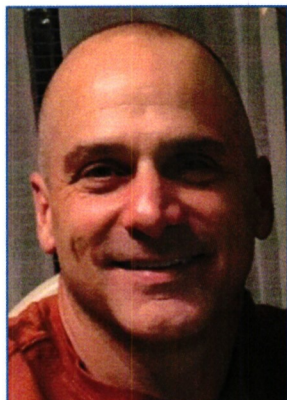


- **2016-Present: Project Manager – Veolia Water North America Operating Services (and predecessor company – Suez) – Hyannis, Massachusetts**
 - Oversees O&M of water distribution and treatment facilities for the Hyannis Water System, which is served through a public-private partnership.
 - Holds overall responsibility for the day-to-day construction and repairs of transmission and distribution networks.
 - Responsible for water quality and chemical treatment, schedules and oversees weekly, monthly and annual water quality sampling and maintains regulatory compliance.
- **2012-2016: Project Manager – Veolia Water North America Operating Services (predecessor company – Suez) – Hoboken and Jersey City, New Jersey**
 - Worked as the Project Manager for two water operations, including: O&M of the water distribution facilities for Hoboken Water Services (Class 3 distribution system); and Jersey City (Class 4 treatment and distribution system).
 - Held overall responsibility for the day-to-day construction and repairs of transmission and distribution networks, which provide potable drinking water to 50,000 residents in Hoboken and 250,000 residents in Jersey City.
 - Responsible for water quality and chemical treatment of the Jersey City Aqueduct.
 - Scheduled and oversaw weekly, monthly and annual water quality sampling. Responsible for regulatory compliance as it relates to the operation of the distribution systems.
 - Directed projects that helped Hoboken to grow by improving its infrastructure and achieving regulatory compliance. This involved working closely with the City to coordinate company activities and ensure residents are provided the highest quality of water.
- **2009-2012: System Maintenance Manager – Veolia Water North America Operating Services (predecessor company – Suez) – Hackensack, New Jersey**
 - Coordinated the daily activities of the construction, operation, maintenance and repair of Class 4 distribution system facilities.
 - Responsible for the preparation of annual budget and monitoring budget expenditures throughout the year. Oversaw the maintenance of the building and grounds.
 - Responsible for sustaining warehouse and inventory procedures.
- **2001-2008: Superintendent of System Maintenance and Construction – Veolia Water North America Operating Services (predecessor company – Suez) – Hackensack, New Jersey**
 - Coordinated the activities of the construction department; prepared work plans for major construction and maintenance projects.

- Served as a liaison with municipal, county and state officials to coordinate Company activities with the operations of utilities and jointly resolve matters of mutual concern.
- Established and monitored departmental key performance indicators (KPIs), and championed productivity and efficiency improvement throughout workforce.
- **1990-2001: Division Foreman - System Maintenance & Construction – Veolia Water North America Operating Services (predecessor company – Suez) – Hackensack, New Jersey**
 - Responsibilities included: providing oversight of field operations; coordinating and scheduling a variety of maintenance, installation and repair projects; and performing and documenting safety inspections.
 - Responded to complaints or problems received from residential, commercial and municipal customers.
 - Scheduled and ran weekly and bi-weekly departmental meetings.
- **1988-1990: Control Systems Operator, Haworth Water Treatment Plant – Veolia Water North America Operating Services (predecessor company – Suez) – Haworth, New Jersey**
- **1982-1988: System Maintenance and Operations – Veolia Water North America Operating Services (predecessor company – Suez) – Haworth, New Jersey**
 - This is a regulated utility and covers facilities and operations, including: 200-MGD Haworth Water Treatment Plant (surface water plant); 13 water wells; a 113-square mile watershed; 2,200 miles of water mains; 4 water reservoirs (13.7 billion gallons); 16 finished water tanks; 15,000 hydrants; 33,000 valves; along with a Nationally Certified Drinking Water Laboratory.

Licenses and Certifications:

- New Jersey licensed Water Treatment Operator – T-1
 - New Jersey licensed Water Treatment Operator – T-2
 - New Jersey licensed Water Distribution Operator – W-4
 - Massachusetts - Water Distribution Operator – 3-D
 - Massachusetts - Water Treatment Operator – 2-T Full
 - Massachusetts - Water Treatment Operator – 3-T OIT
-



Craig Gardina
Project Manager and Water Operator
Veolia North America

17 years
total experience

2 years
with Veolia

Professional Background:

Mr. Gardina is a Project Manager and Water Operator with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. He has more than eight years of experience, working with the company (and predecessors) in New Jersey.

Mr. Gardina is experienced with the operations, maintenance and management (O&M) of water treatment systems, transmission and distribution systems, as well as with capital planning and construction.

Mr. Gardina has over 17 years in the water management field. His experience includes expertise in operating municipal water systems and meter maintenance.

Mr. Gardina has knowledge of and experience with New Jersey rules and regulations, as well as with environment, health and safety policies and procedures. He has the proven ability to effectively manage and maintain a cost-efficient, proficient, safe project, while complying with all company, state and federal rules and regulations.

Experience Profile:



• **2020-Present: Project Manager – Veolia Water North America Operating Services, LLC (and predecessor company – Suez) – Kearney, New Jersey**

- Provides oversight and management for the Town's water systems, including: a 5-MGD water system (via interconnections); 115 miles of Water Mains; 710 hydrants; along with customer service management (meters and billing).
- Provides management oversight for the entire scope of services, with responsibility for: direct reporting and communications; oversight of the environmental, health and safety; contact compliance; and management of staff for the day-to-day operations.



• **2014-2020: Water Operator - Evesham Municipal Utilities Authority - Marlton, New Jersey**

- Responsible for the water operations, including: distribution (read, install and repair of water meters); repair and replacement of curb boxes; repair of water service lines; hydrant flushing; installing repair clamps for leaking water main breaks; repairing and installing street water valves; performing routine and emergency mark outs.
- Engaged in the O&M of water wells, with responsibility for: performing routine and emergency maintenance on wells; transporting and changing out empty chlorine cylinders; recording daily well performance for management and preparation of monthly New Jersey (NJDEP) reporting; the daily testing of well chlorine levels; resolving customers water complaints for discolored water and taste and odors; and testing customer water quality for adequate chlorine and iron levels.



• **2013-2014: Lead Installer (Water Meters) - Corix Utilities - Hawthorne, New Jersey**

- Conducted weekly safety and production meetings for 25 Installers.
- Responsible for daily production reports for all Installers
- Performed the installation of all types of water meters ranging in size from 5/8-inch to 2-inch.
- Performed repairs necessary to restore disrupted water service to customers.

Education:

- BS, Finance, Rowan University, Glassboro, New Jersey

Licenses:

- New Jersey Licensed T-2 Water Treatment Operator
- New Jersey Licensed W-3 Water Distribution Operator
- New Jersey CDL Class B Driver's License





Andrew Suarez
Plant Operator and Project Manager
Veolia North America

15 years
total experience

15 years
with Veolia

Professional Background:

Mr. Suarez is a Project Manager and Water Operator with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. He has considerable knowledge of the practices and equipment associated with the construction, maintenance and repair of water treatment systems.

Mr. Suarez has spent his entire career working with Veolia, with the past 15 years spent working in progressively responsible roles for the water operations at the City of Rahway, New Jersey.

Mr. Suarez is experienced with the operations, maintenance and management (O&M) of water treatment systems, transmission and distribution systems, as well as with capital planning and construction.

Experience Profile:

• **2007-Present: Project Manager and Other Roles – Veolia Water North America Operating Services, LLC (and predecessor company – Suez) – Rahway, New Jersey**

- Engaged in working in progressively responsible roles for the long-term O&M of the City's water operations. The facilities and operations include: a 6-MGD surface water treatment plant, 96 miles of water main, 780 hydrants, 1,300 valves and customer service (meters, billing and collections).
- Manages all aspects of the City's 6-MGD surface water treatment plant.
- Manages a group of 10 employees, with responsibility for training of new personnel.
- Ensures compliance with all State of New Jersey and federal regulatory requirements, including environmental permitting, reporting, water quality, safety and QA /QC.
- Identifies, prioritizes and monitors work progress for Capital projects to improve system performance and meet department business objectives.
- Establishes and implements programs, policies, procedures and reports to meet all regulatory compliance and the requirements of both internal and external clients.
- Oversees and ensures all vendor/contractor maintenance services are performed according to contractual agreements.
- Provides technical assistance on various problems relating to water quality, production processes and maintenance.
- Develops and maintains policies and procedures to maximize operational efficiencies through development of local personnel, operational training, technology and best practices implementation.

Licenses and Certifications:

- New Jersey licensed W-2 licensed Water Treatment Operator
- New Jersey licensed T-2 licensed Water Treatment Operator
- New Jersey licensed T-3 licensed Water Treatment Operator







Alexandra Noriega
Water Operator and Manager
Veolia North America

14 years
total experience

14 years
with Veolia

Professional Background:

Ms. Noriega is a Water Operator and Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. She has spent her entire working career with the company (and predecessors) in progressively responsible roles.

Ms. Noriega is experienced with the operations, maintenance and management (O&M) of large water treatment systems, transmission and distribution systems, as well as capital planning and construction.

Ms. Noriega's background includes comprehensive operations management and environmental compliance, as well as preparation of required client and compliance reports, and management of daily operational and customer service activities.

Ms. Noriega has worked under the ongoing operations contract for the City of Kearny's water operations for the past six years. In this role she interfaces with the field operations team and customer service departments. Her responsibilities include organizing information for monthly operations reports and supervising the project's computerized maintenance management system (CMMS); the CMMS is used for closely tracking work orders. Ms. Noriega also oversees water quality and environmental compliance, water distribution repairs and maintenance, metering and customer service operations.

Experience Profile:



• **2014-Present: Assistant Project Manager and Other Roles – Veolia Water North America Operating Services, LLC (and predecessor company – Suez) – Kearney, New Jersey**

- Works as part of the O&M management team for the Town's water systems, with facilities and operations including: a 5-MGD water supply system (via interconnections); 115 miles of Water Mains; 710 hydrants; along with customer service management (meters and billing).
- Assistant Project Manager:
 - Involved with the management of personnel and resources associated with the contract to deliver consistent and professional services to the client.
 - Ensures effective distribution system performance and compliance standards are met and upheld. Assists with the development of annual budgets and monitor and control all budget elements to ensure cost effective service.
 - Monitors and submits sampling requirements and reports as required by federal (U.S. Environmental Protection Agency) and State of New Jersey (NJDEP) regulatory agencies.
 - Assists with client relations duties, including the preparation and presentation of reports, and the handling and resolution of client service requests.
 - Coordinates safety, process control, and training programs. Ensures that O&M staff adhere to administrative, safety, operating and maintenance policies and procedures.
 - Responds to emergency calls to resolve issues from customers (residential, commercial and municipal).
- Operations Support Supervisor:
 - Responsible for establishing cooperative relationships with operations staff, vendors, contractors and client, and for facilitating inter-agency relationships, including the Town's Business Administrator, Engineers Police, Fire and the Department of Public Works.
 - Performed Activity Hazard Analysis and implemented Safe Work Planning to meet all environmental, health and safety rules, regulations, and policies.
 - Coordinated with contract laboratory to ensure all sample results are uploaded into the New Jersey Electronic Environmental (E2) Reporting System. Used the Hach WIMS™ (Water Information Management Solution) database tool for project monitoring and reporting. Submitted reports as required by federal and state regulatory agencies.
 - Responded to Water Quality complaints or issues, taking appropriate corrective action including notification to management and regulatory agencies.

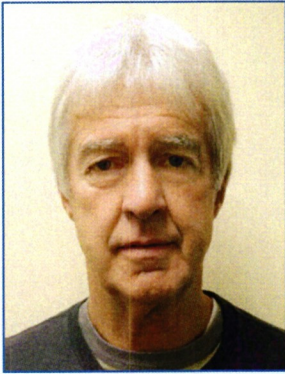
- Participated in monthly finance meetings and assisted with accruals, project cost analysis and monthly variance analysis.
- Worked to develop best practices and replicate throughout organization.
- Developed and implemented operational scheduling, key performance indicator (KPI) reports, and standard operating procedures in computerized maintenance management system eRPortal (CMMS).
- **2015-2016: Executive Assistant - Veolia Water North America Operating Services (predecessor company – Suez) - Paramus, New Jersey**
 - Collaborated with corporate departments on new project development inquiries and supported the development of Proposals.
 - Prepared and provided monthly contract compliance reports for the segment President with assistance and direction from the company's Chief Operating Officer.
 - Scheduled board meetings and prepared meeting minutes and action logs.
 - Reviewed expense reports to ensure compliance with Accounting's policies.
- **2008-2015: Legal Administrative Assistant - Veolia Water North America Operating Services (predecessor company – Suez) - Paramus, New Jersey**
 - Prepared, proofread and edited legal documents and presentations for accuracy and completeness.
 - Managed legal spend.
 - Performed records management, monitoring and confirming compliance with the Records Management policies and procedures, using reports and metrics, as required by the Sub-Area Records Manager (SARM).
 - Managed all aspects of community service events and fundraisers, including budget planning, organizing, and acting liaison for activities.

Education:

- BS, Finance and Account Management, Northeastern University (in progress)

Licenses:

- Licensed W-1 Drinking Water Operator, NJDEP
 - Certified Backflow Inspector/Test, New England Water Works Association (NEWWA)
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Daniel Boyle
Operations Supervisor
Veolia North America

41 years
total experience

8 years
with Veolia

Professional Background:

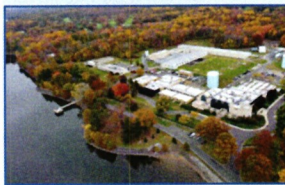
Mr. Boyle is a Supervisor and Operations Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey.

Mr. Boyle has over 40 years of experience in the water industry, including work experience with water sampling, operation, maintenance and management (O&M) of water distribution systems and interconnections for the Jersey City and Town of Kearny, New Jersey, systems.

He started his career in 1998 as a licensed operator with the City of Bayonne's water system and remained in that role for more than 16 years.

Mr. Boyle has considerable knowledge of the practices and equipment associated with the construction, maintenance and repair of water treatment systems.

Experience Profile:

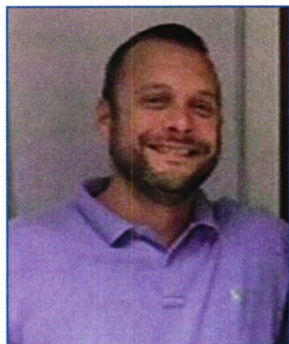


- **2015-Present: Operations Supervisor – Veolia Water North America Operating Services, LLC (and predecessor company – Suez) – Kearny, New Jersey**
 - Serves as the Operations Supervisor for the O&M contract with the Town of Kearny's Water Department.
 - Supervisor for the operations and maintenance of 110 miles of water distribution mains, valves, meters, interconnections, and infrastructure.
 - Responsible for water sampling, reporting, and regulatory compliance oversight per federal (U.S. Environmental Protection Agency) and State of New Jersey (NJDEP) regulatory requirements and standards.
- **2014-2015: Plant Operator – Veolia Water North America Operating Services (predecessor company – Suez) – Bayonne, New Jersey**
 - Served as the Plant Operator for the Bayonne Water System operations, covering 100 miles of water distribution mains, valves, interconnections, and infrastructure.
 - Responsible for regulatory sampling specialist, NJDEP reporting for Water Allocation, Water Utilization, and Non-Revenue Water documentation.
- **1998-2014: Assistant Superintendent and Other Roles - Bayonne Water System – Bayonne, New Jersey**
 - Assistant Superintendent:
 - Worked as an Operator with municipality, with responsibility for all aspects of the daily operation of the water system, as well as for meeting all State and Federal regulations.
 - Responsible for overall operation and maintenance of the system including valves, hydrants, meters, upgrades.
 - Laborer and Foreman:
 - Responsible for water distribution O&M working for the City of Bayonne, with responsibility for facilities and operations including: hydrant flushing and repairs/replacement, valve operation, lab testing and compliance, equipment and system maintenance and upgrades.

Licenses:

- New Jersey W-4 licensed Water Treatment Operator
- New Jersey Class C-3 licensed Wastewater Collection System Operator





Joshua Engelking
Water Production Manager
Veolia North America

19 years
total experience

15 years
with Veolia

Professional Background:

Mr. Engelking is a Manager with Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. He has worked with Veolia in New Jersey and New York for more than 15 years in the operation and management of water treatment systems. Mr. Engelking works as the Manager of Production in the New Jersey Utility Operations, which provides water to 1.2 million people.

Mr. Engelking has almost two decades of experience in the operations and management of treatment systems and related water distribution systems. Throughout his tenure with the company, he has worked in increasing responsible roles, and has an extensive knowledge of State of New Jersey rules and regulations, as well as environment, health and safety policies and procedures. Mr. Engelking has demonstrated experience in managing and maintaining cost-efficient, proficient and safe project operations, while complying with all company, state and federal rules and regulations.

Experience Profile:



- **2020-Present: Water Production Manager – New Jersey Water Operations – Veolia Water North America Operating Services, LLC (and predecessor company – Suez) – Haworth, New Jersey**

- Manages a department of 21 and responsible for the Operation of the Haworth Filtration Plant (200-MGD), with treatment processes that include ozone, dissolved air flotation, chlorine disinfection and rapid sand filtration.
- Responsible for ensuring continuous supply of potable water for over 800,000 people in Bergen and Hudson Counties. This water system includes: 13 water wells; a 113-square mile watershed; 2,200 miles of water mains; four water reservoirs (13.7 billion gallons); 16 finished water tanks; 15,000 hydrants; 33,000 valves; three Class I (High Hazard) Dams in Bergen County; and a Nationally Certified Drinking Water Laboratory.
- Provides oversight of water storage tank target levels, booster pump operations and regulator operations to ensure the appropriate hydraulic balance between pressure districts. These are all actions that safeguard the highest quality product for our customers.



- **2009-2020: Manager of Water Treatment and Supply – New York Water Operations - Veolia Water North America Operating Services (predecessor company – Suez) - West Nyack, New York**

- Responsible for regional water treatment and supply O&M activities in the Rockland, Orange, and Putnam County service territories. This includes 76 production wells, five surface water treatment plants and five wastewater plants.
- Responsible for ensuring continuous supply of potable water for over 300,000 people in Rockland, Orange, and Putnam Counties in Southern New York. Provided oversight of water storage tank target levels, booster pump operations, and regulator operations to ensure appropriate hydraulic balance between pressure districts.
- Responsible for oversight of emergency operations, including the management of disinfection of water mains following main breaks, flushing and sampling, and overall resolution of boil water advisories due to main breaks.
- Responsible for ensuring that water quality compliance sampling programs are successfully implemented and maintained.
- Managed production department with a team of five superintendents (direct reports) and 26 operations staff members.
- Managed a union work force, with responsibility for negotiating collective bargaining agreements.
- Developed and managed operating (\$10 million) and capital (\$5 million) budgets for production department.
- Managed departmental operations in accordance with ISO 14001 Environmental and ISO 9001 Quality Management System requirements so as to maintain certifications.



- Responsible for the operation and maintenance of two New York State Class C Dams and a Class B Dam.
- Responsible for pesticide application program (aquatic vegetation).
- **2007-2009: Plant Operator – New York Water Operations - Veolia Water North America Operating Services (predecessor company – Suez) - Millwood, New York**
 - Responsible for the O&M of a 10-MGD filtration plant utilizing dissolved air floatation and ozone disinfection, and distribution system components including pump stations, storage tanks, and regulators.
- **2007: Water Treatment Plant Operator - Town of Greenburg, New York**
 - Responsible for the O&M of an 18.5-MGD water treatment plant.
 - Conducted sampling for various water quality parameters as required by New York State and federal regulations.
 - Work included the O&M of distribution system including valves, hydrants, regulators and curb boxes.
- **2005-2007: Petrographer - Testwell Laboratories, Inc. - Ossining, New York**
 - Performed microscopic examination and forensic investigation of construction materials (concrete, mortar, dimension stone, and various cementitious materials).
 - Responsible for technical report writing conveying the laboratory findings, analysis, and interpretations.
 - Conducted departmental operations in accordance with ISO-9001 Quality Management System.
- **2003-2005: Technician/Plant Operator - Aquarion Services Co. - Millwood, New York**
 - Responsible for O&M of a 10-MGD filtration plant utilizing dissolved air floatation and ozone disinfection.

Education/Training:

- Hazwoper – 24 Hour
- BA, Planetary Science (focus Geology) , Wheaton College, Norton, Massachusetts
- Mineralogy and Petrology (advanced coursework for major), Brown University, Providence, Rhode Island
- Geology, Structural Geology and Seismology, Macquarie University, Sydney, NSW Australia
- Wastewater Operations, State University of New York - Ulster
- Supervisory Management in the Water/Wastewater Field, Michigan State University
- Advanced Water System Operations, Western New York Water Operator School

Licenses and Certifications:

- New Jersey licensed W-4 Water Distribution Operator
 - New Jersey licensed T-4 Water Treatment Operator
 - New York State licensed Class IA-SW/GUI Filtration Plant Water System Operator
 - New York State licensed Class IB-GW Treatment Plant Water System Operator
 - New York State licensed Class C – Plant or Distribution System Operator
 - New York State licensed Class D – Distribution System Operator
 - New York State licensed Class 5A Commercial Pesticide Applicator
 - ABC licensed Class IV Water Treatment Operator
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David Hill
Project Manager
Veolia North America

35 years
total experience

5 years
with Veolia

Professional Background:

Mr. Hill is a Project Manager with Veolia Water North America Operating Services, LLC (Veolia) and manages the team for the Operations Management contract with the City of Buffalo and the Buffalo Water Board, New York. This is a delegated management contract under which Veolia manages the City staff and operations for a water system that includes: a 160-MGD surface water treatment plant; two primary pump stations; six water storage facilities, with a total capacity of approximately 40 million gallons; the water transmission and distribution system, which includes approximately 825 miles of pipeline, 22,000 valves and 7,700 fire hydrants; customer service management (meter reading, billing and collections); capital program management; and asset management programs for underground assets (UGAM) and above-ground assets (AGAM). The system provides water service to approximately 73,000 accounts. The operations are staffed by a Veolia management team of seven that directs the work of a City staff that includes approximately 115 operations, maintenance, customer service and administrative staff.

Mr. Hill joined the operations team at Buffalo in 2017, and prior to that he worked with Veolia on a contract for the operations, maintenance and management (O&M) of the City of Indianapolis, Indiana's water system. That contract, which at the time ranked as the largest municipal water O&M contract in the U.S., involved the management of a water system serving almost 1 million people in Central Indiana.

Overall, Mr. Hill has more than 35 years of water treatment systems operations and management experience. This experience has focused in the areas of operations, project management, safety and environmental compliance. His key skills and experience include process control, capital, risk and technical management.

Related Project Experience:



Water System Management – Buffalo, New York

- Manages the ongoing Operations Management agreement with the City of Buffalo and the Buffalo Water Board. This includes directing the work of Veolia's management team assigned to the contract, and overall management of the City's water system operations and maintenance by the City's employees.
- Accountable to the City of Buffalo for reliable water treatment and the distribution network operation, and providing excellent service to the customers, while assuring compliance with environmental and safety regulations.



Water System Operations – Indianapolis, Indiana

- Worked with Veolia as the Director of Production and Water Quality for the O&M of a regional water system serving almost 1 million people.
- Managed a \$23 million budget, oversaw policy development, operations management, hiring, training, and performance management of 100 personnel. Maintained 12 treatment plants and control of 22 pumping stations, ensuring water quality and compliance with federal and state laws and regulations, company policy and procedures.
- Formulated International Standard Organization (ISO) documentation, producing a common suite of reference material detailing procedures, work instruction, process control plans and process flows.

Education:

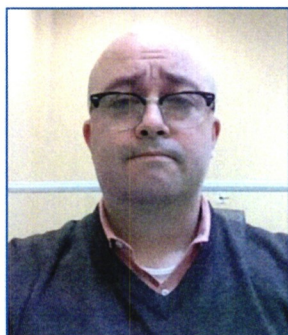
BS, Civil Engineering,
Rutgers University

Licenses/Certifications:

Grade T-2, Water Treatment Plant Operator, New Jersey
Registered Professional Engineer, New Jersey
Certified Municipal Engineer, New Jersey

Current and Past Relevant Experience/Work History:

- **2017-Present: Project Manager - Veolia Water North America - Northeast, LLC – Buffalo, New York**
 - Manages the ongoing Operations Management agreement with the City of Buffalo and the Buffalo Water Board. This includes directing the work of Veolia's management team assigned to the contract, and overall management of the City's water system operations and maintenance by the City's employees.
 - Accountable to the City of Buffalo for reliable water treatment and the distribution network operation, and providing excellent service to the customers, while assuring compliance with environmental and safety regulations.
- **2014-2013: General Manager, Fort Meade – American Water Military Services – Laurel, Maryland**
 - Responsible for the delivery of all operation, maintenance and capital programs assigned to the project. Facilities and operations included: a 7.2-MGD water treatment plant; a 4.18-MGD wastewater treatment plant; the sewer collections system; and the water distribution system.
 - Responsibilities included planning, organizing and directing activities under this contract operations agreement, including: O&M for water and wastewater treatment facilities, distribution/collection systems and pump stations/lift stations; customer service and billing; as well as managing all aspects of the capital program in conjunction with the capital manager.
- **2010-2013: Director of Water – Owensboro Municipal Utilities – Owensboro, Kentucky**
 - Directed the management of the maintenance, operation and repair of treatment facilities and distribution system services. The system consists of wells, 5 million gallons of storage tanks, 326-mile distribution system, 2,420 hydrants and 2,500 meters. Prepared and administered department operating and capital budgets. Prepared documents for rate study analysis. Optimized operations to reduce expenses. Ensured compliance with environmental and water quality regulations and safety. Accomplished zero lost time in department for two consecutive years. Improved asset management practices related to production and distribution.
- **2008-2010: Director of Production & Water Quality – Veolia Water Indianapolis, LLC**
 - Managed a \$23 million budget, oversaw policy development, operations management, hiring, training, and performance management of 100 personnel. Maintained 12 treatment plants and control of 22 pumping stations, ensuring water quality and compliance with federal and state laws and regulations, company policy and procedures.
 - Implemented an aggressive internal change initiative through new procedures, operational efficiencies, and change management which delivered significant improvement in the bottom line.
 - Formulated International Standard Organization (ISO) documentation, producing a common suite of reference material detailing procedures, work instruction, process control plans and process flows.
- **2002-2003: Regional Manager – Veolia Water Indianapolis, LLC**
 - Managed a \$3 million operation/maintenance budget for region, and an operation/management staff of 12 people. Directed the operations/maintenance of one surface water plant, five groundwater plants, eight booster stations, six elevated tanks. Implemented MP2 computerized maintenance management system.
- **1998-2002: General Forman, Groundwater Planter – NIPSCO – Indianapolis, Indiana**
 - Supervised maintenance functions at surface water treatment plants. Worked on design/build capital improvement projects of pump stations. Commissioned a 12-MGD Automated Ground Water Treatment Facility. Served as the Construction Inspector Ground Water Treatment facility.
- **1997: Assistant Maintenance Supervisor – Indianapolis Water Company**
 - Managed operation and maintenance functions at automated groundwater plants, supplemental booster stations and storage tanks. Worked on Design/Build capital improvement projects – treatment plants. Managed operations and maintenance of packaged Wastewater Treatment Plant.
- **1987-1996: Operations and Maintenance Technician – Indianapolis Water Company**
 - Operated and maintained: automated groundwater treatment plants; automated supplemental booster stations. Operated and maintained water storage tanks; and surface water treatment plants.
 - Installed and repaired Potable Water Main.



Christopher Halleron
Communications/Community Relations Manager
Veolia North America

27 years
total experience

1 year
with Veolia

Professional Background:

Mr. Halleron supports communications and community relation for Veolia Water North America Operating Services, LLC (Veolia) in New Jersey. In this role, he now supports water and wastewater operations in the State of New Jersey and other parts of the East region.

Mr. Halleron joined the company in 2021 as Communications and Community Relations Manager for the municipal water operations group. In that role, he held responsibility for developing and executing communications efforts in a number of municipalities throughout serving as a liaison between the environmental services utility, local officials, and our customers.

Mr. Halleron has been engaged in developing and supporting community relations and communications programs for projects and operations in a service area covering the New York Metro Area, along with projects in New Jersey, Pennsylvania and the New England region.

Experience Profile:



- **2021-Present: Communications and Community Relations Manager – Veolia Water North America Operating Services, LLC (predecessor company – Suez) – Paramus, New Jersey**
 - Responsible for developing and executing communications efforts for a number of municipalities throughout the New York Metro Area, New Jersey, Pennsylvania and New England; working as a liaison between the company, water utilities, local officials and water customers.
 - Works to support of the company’s water and wastewater operations in the State of New Jersey. The company supports communications with the public in a manner that creates public trust and support through transparency and proactive responses to public inquiries, concerns, requests and complaints. In collaboration with the Town of Kearny, New Jersey, for their water operations the company has developed community and public information focused on promoting the Town’s position as a forward-thinking environmental leader with a commitment to responsiveness to the community. This program has involved: identifying stakeholder groups and determining their specific issues (to support for the contract while keeping them involved, informed and educated throughout the process); tracking community concerns so that they can be addressed; creating a sense of local pride within local staff at the operations and a lasting legacy in the community; and working to be a “neighbor of choice” for the community by listening to concerns and re-evaluating plans for the operation when necessary.
 - Supports water operations in preparing and distributing Consumer Confidence Reports (CCRs). These are annual reports for a water system to help customers in understanding the quality of the water they are receiving. These reports also identify initiatives to improve water service. These reports are available to customers electronically, with copies mailed upon request.
- **2009-2021: Writer, Editor and Publisher - hMAG - Hoboken, New Jersey**
 - Worked in increasingly responsible roles for this breaking/current online and bimonthly print media outlet serving the 50,000+ residents of Hoboken, New Jersey.
 - Initially oversaw entire writing and editorial process for this metropolitan lifestyle magazine. Responsible for writing features, interviews, news, reviews, humor and travel pieces. Worked as a content provider, coordinating additional assignments and managing freelance writers and photojournalists for what has become a highly successful print and web publication.
- **2009-2014: Editor/Online Producer/Editorial Curator- Harris Publications - New York, New York**
 - Maintained websites/content management for multiple consumer publications. Aggregated news/new-product content for live update on a breaking/daily basis. Converted newsstand print content for online presentation. Uploaded/formatted/embedded images and video (managing a YouTube channel). Incorporated search engine optimization (SEO) techniques.
 - Edited a variety of consumer magazines for production on a weekly basis--including military, law enforcement and outdoor publications. Managed dozens of freelance contributors.

- **2012-2014: Coordinator - Hoboken Events Committee - Hoboken, New Jersey**
 - Worked with City, County and State officials, local businesses and the National Football League to coordinate events in and around Hoboken for the New York/New Jersey Super Bowl in February 2014.
 - Crafted editorial input for presentations, press releases, letters and social media marketing.
 - Instrumental in executing one of the few effective Super Bowl events on the New Jersey side of the Hudson, which brought tremendous media exposure to the City of Hoboken.
- **2012-2013: Founding Organizer - Hoboken Irish Cultural Festival - Hoboken, New Jersey**
 - Organized and coordinated inaugural celebration of Irish cultural heritage for the City of Hoboken.
- **2008-2009: Reporter - The Hudson Reporter**
 - Consistently developed original creative material for a popular biweekly op-ed/humor column.
 - Contributed news features and travel pieces.
- **2006-2008: Columnist - Metro International**
 - Contributed an op-ed column to daily metropolitan newspaper. The column regularly appeared in New York, Philadelphia and Boston editions of this newspaper.
- **2000-2002: Senior Associate Editor - VNU Business Media**
 - Worked as the Senior Associate Editor for Beverage World magazine.
 - Researched and wrote numerous feature and news items for the leading monthly publication covering the beverage industry, initially as a full-time staff writer and eventually on a contributing basis.
- **1999-2000: Columnist - The Evening Journal Association/Jersey Journal**
 - Consistently developed original creative material for a popular weekly op-ed/humor column.
- **1996-1998: Contemporary Marketing Representative - Anheuser-Busch logo**
 - Served as liaison between brewer, wholesaler, retailer and consumer by conducting on-premise market research in conjunction with various public relations activities and coordinated brewery's involvement with numerous, high-profile promotional events.

Education:

- BA, History/English - Norwich University
 - Semester Abroad - History, St. Patrick's College, Drumcondra, Ireland
-