

Mon. Oct 23rd

4:30 PM **Women in the AEC Industry Cocktail Reception**
Troon Lawn

5:30 PM **Opening Reception Cocktails & Dinner**
Fountain Terrace

Tues. Oct 24th

6:30 AM **Breakfast**
Fountain Terrace

8:00 AM **State of the AEC Industry Analysis & Insights, Part 1**
Results from the 2023 KPI Survey. Interactive Q&A and participation through the app.
Key Topics: AEC Industry Mega Trends / Tailwinds, Industry Consolidation, Growth and Margin
Performance Trends, Impact of Scope Creep, Sole Sourced Work

Moderated by: Andrej Avelini, President, **AEC Advisors**
Josh Lahre, Partner, **AEC Advisors**

Panelists: Gord Johnston, CEO, **Stantec**
Fiona Cousins, Chair, **Arup Americas**
Jens-Peter Saul, CEO, **Ramboll**
Jim Haynes, CEO, **Power Engineers**
Susan Osterberg, CEO, **SSR**

9:30 AM **Networking Break**

10:00 AM **State of the AEC Industry Analysis & Insights, Part 2**
Key Topics: Remote Work Trends and Impact on Office Attendance and Efficiency,
Employee Turnover & Salary Analysis, Return on Working Capital, DE&I Progress, Going Digital,
Leadership Styles & Development

Moderated by: Andrej Avelini, President, **AEC Advisors**
Josh Lahre, Partner, **AEC Advisors**

Panelists: Ian Edwards, CEO, **Atkins Réalis**
Susan Angyal, CEO, **ERM**
Mario Azar, CEO, **Black & Veatch**
Mike Isola, CEO, **Mott MacDonald**
Hisham Mahmoud, CEO, **Qualus**

11:30 AM **Lunch**
Fountain Terrace

Tues. Oct 24th

12:45 PM

Mergers & Acquisitions and Private Equity Trends

Latest trends including M&A and private equity activity, valuations, end market attractiveness, and the impact of the current economic conditions.

Moderated by: Joe Smetona, Partner, **AEC Advisors**
Will Kopenhefer, Senior Associate, **AEC Advisors**

Panelists: Alexandre L'Heureux, CEO, **WSP Global**
Paul Greywall, CEO, **Trinity Consultants**
Ernesto Aguilar, CEO, **Ardurra Group**
James Ross, CEO, **LJA**

2:00 PM

Networking Break

2:30 PM

M&A: Best Practices, Challenges, & Opportunities

Lifecycle of an Acquisition: Sourcing » Pricing » Diligence » Integration

Moderated by: Andrej Avelini, President, **AEC Advisors**
Yasmin Atefi, Vice President, **AEC Advisors**

Panelists: Kevin Haney, CEO, **Colliers Engineering & Design**
Derek Hutchison, CEO, **Cumming Group**
Paul VanDuyne, CEO, **IMEG**
Chris Rayasam, CEO, **Conсор**

3:45 PM

Networking Break

4:15 PM

Employee Ownership & Internal Ownership Transition

Lessons learned in making IOT for employee-owned firms more effective and efficient.

Moderated by: Tyler Albright, Partner, **AEC Advisors**
Patrick Thees, Associate, **AEC Advisors**

Panelists: Allan Russell, CEO, **McElhanney**
Po Chen, CEO, **Anchor QEA**
Karen Jensen, CEO, **Farnsworth**
Gary Dahms, CEO, **T&M Associates**

5:30 PM

Cocktail Reception & Dinner

Ironwood Terrace

Wed. Oct 25th

7:00 AM

Breakfast & Networking

Fountain Terrace

10:00 AM

Networking Activities

Golf, Pickleball, & Hiking **RSVP Required**

Please contact Megan Disher at mdisher@aecadvisors.com for more information and to RSVP.

Company Name**Attendee Name****Title**

Acentech	Ben Markham	President
ACES	Izzat Katkhuda	Group Co-Chief Executive Officer
AKF	Dino DeFeo	Chief Executive Officer
ALL4	Bill Straub	Chief Executive Officer
Alliance Technical Group	Chris LeMay	Chief Executive Officer
Alliant Engineering	John Dillingham	President
Allnorth Consultants	Darby Kreitz	Chief Executive Officer
Amaracon Testing & Inspections	Connie Pisani	President
Anchor QEA	Po Chen	Chief Executive Officer
Ann E. Massey Consulting	Ann Massey	President
Anser Advisory (Accenture)	Bryan Carruthers	Chief Executive Officer
Apex	Dave Fabianski	Chief Executive Officer
Aplin Martin	Ed Fujii	Chief Executive Officer
Arabtech Jardaneh	Bisher Jardaneh	Chairman
Arcadis NV	John Horst	Global Strategy Officer
Ardurra Group	Ernesto Aguilar	Chief Executive Officer
Ardurra Group	Walfrý Pevida	Managing Principal
Arora Engineers	Manik Arora	Chief Executive Officer
Arup Americas	Fiona Cousins	Chair
ASM Affiliates	Bob Rechtman	Chief Executive Officer
ASM Affiliates	Brian Williams	Chief Executive Officer, elect
ASRC Industrial	Steve Ennis	Chief Executive Officer
Associated Engineering	Martin Jobke	Chief Executive Officer
AtkinsRéalis	Ian Edwards	Chief Executive Officer
AtkinsRéalis	Steve Morriss	President, Engineering
Atwell	Brian Wenzel	Chief Executive Officer
Aztec Engineering	Scott McKenzie	Chief Executive Officer
Aztec Engineering	Rafael Valero	President
Bala Consulting Engineers	Kimberly Burkert	Chief Executive Officer
Barr Engineering	Ward Swanson	Chief Executive Officer
BCC Engineering	Jose Munoz	Chief Executive Officer
BDI	Darwin Nelson	Chief Executive Officer
Beals & Thomas	Gerry Preble	President
Beam Longest & Neff	James Longest	President
Beam Longest & Neff	Tom Longest	Chief Executive Officer
Binkley & Barfield	JR Reddish	President
Binnie	Richard Bush	Chief Executive Officer

Company Name**Attendee Name****Title**

Black & Veatch	Mario Azar	Chief Executive Officer
Blair, Church & Flynn	David Mowry	President
BNP Associates	Damien Breier	Principal
BNP Associates	Dave Mecartney	President
Bouthillette Parizeau	Patrick St-Onge	Executive Vice President
Bowman Consulting	Gary Bowman	Chief Executive Officer
Brown and Caldwell	Rich D'Amato	Chief Executive Officer
BRPH	Brian Curtin	Chief Executive Officer
Burgess & Niple	Mark Bernhardt	Chief Executive Officer
Burgess & Niple	Ed Muccillo	Chairman
Burns & McDonnell	Paul Fischer	President
Burns & McDonnell	Ray Kowalik	Chief Executive Officer
Burns Engineering	Matt Burns	Chief Executive Officer
Buro Happold	Oliver Plunkett	Chief Executive Officer
Buro Happold	Jennifer Price	Chief Executive Officer, US
C&S Co	Michael Hotaling	Chief Executive Officer
Cal Y Mayor Asociados	Marcos Nogueron Espinosa	Chief Executive Officer
Cannon & Cannon	Houston Daughtery	Chief Executive Officer
Cape Environmental Management	Scott Harris	President
Carollo	Narayanan	Chief Executive Officer
CDI Engineering Solutions	Steve Karlovic	Chief Executive Officer
CDM Smith	Hala Titus	President, North America
CHA Consulting	Jim Stephenson	Chief Executive Officer
CIMA+	Denis Thivierge	Chief Executive Officer
Civil & Environmental Consultants	Dustin Kuhlman	Chief Executive Officer
Colliers Engineering & Design	Kevin Haney	Chief Executive Officer
Colliers Engineering & Design	Richard Maser	Executive Chairman
Colliers Engineering & Design	Elias Mulamoottil	Chairman
Commonwealth Associates	Rich Collins	Chief Executive Officer
Consor	Chris Rayasam	Chief Executive Officer
Craftwater Engineering	Chad Helmle	Chief Executive Officer
CRB	Ryan Schroeder	Chief Executive Officer
Cumming Group	Derek Hutchison	Chief Executive Officer
David Evans and Associates	Al Barkouli	Chief Executive Officer
DBM Vircon	Mark Campbell	Chief Executive Officer
DCCM	Jim Thompson	Chief Executive Officer
Degenkolb	Stacy Bartoletti	Chief Executive Officer

Company Name**Attendee Name****Title**

DLR Group	Steven McKay	Chief Executive Officer
DOWL	Jeff Shoemaker	Chief Executive Officer
DOWL	Stewart Osgood	Chief Executive Officer, Emeritus
Dudek	Joe Monaco	President
EA Engineering, Science, & Technology	Michael Battle	Chief Operating Officer
Ehvert Mission Critical	Vello Ehvert	President
Enercon Services	Robert Bryan	Chief Executive Officer
Englobe	Mike Cormier	President
EnGlobe	Dean Petrovic	Senior Vice President
Enovate Engineering	Áine O'Dwyer	Chief Executive Officer
EnSafe	Don Bradford	Chief Executive Officer
ENTRUST Solutions	Adam Biggam	Chief Executive Officer
Entuitive	Brock Schroeder	Managing Director
Environmental Science Associates (ESA)	Eric Haase	Chief Operating Officer
Environmental Systems Group	Dirk Applegate	Chief Executive Officer
ERM	Susan Angyal	Chief Executive Officer, North America
Farallon Consulting	Amy Essig	Chief Executive Officer
Farnsworth Group	Karen Jensen	Chief Executive Officer
FNX-INNOV	Richard Hélie	Chief Executive Officer
Foresite Group	Erik Johnston	President
Foresite Group	Bill Sloan	Chief Operating Officer
Forgen	Chris Shea	Chief Executive Officer
Fortress Engineering	Kurt Horner	President
Galloway & Company	Dave Guetig	President
Garney	David Burkhart	Chief Executive Officer, Elect
GEI Consultants	Ron Palmieri	Chief Executive Officer
Geosyntec Consultants	Peter Zeeb	Chief Executive Officer
Gestion Ambiental S.A. (SGA)	Jaime Solari	Chief Executive Officer
Ghafari Associates	Ki Hammer	Chief Executive Officer
GHD	Jim Giannopoulos	Chief Executive Officer, Americas
GHD	Ted Whiton	President, US
GM2 Associates	Manish Gupta	Chief Executive Officer
Gorrill Palmer	Al Palmer	Chief Executive Officer
Gresham Smith	Rodney Chester	Chief Executive Officer
GZA GeoEnvironmental	Pat Sheehan	Chief Executive Officer
Haley & Aldrich	Shawn Fiore	Chief Executive Officer
Halff	Jessica Baker Daily	President & CEO, elect

Company Name**Attendee Name****Title**

Hanson Professional Services	Satch Pecori	Chief Executive Officer
Hardesty & Hanover	Sean Bluni	Chief Executive Officer
Harris & Associates	Michelle White	Chief Operating Officer
Harris Group	Randy Hinton	Chief Executive Officer
Hatch	Todd Musterait	Director
HELIX Environmental Planning	Mike Schwerin	Chief Executive Officer
HELIX Environmental Planning	Shelby Howard	Principal
HMMH	Diana Wasiuk	Chief Executive Officer
HNTB	Tom O'Grady	President
HR Green	Jason Poppen	Chief Executive Officer
Hussey Gay Bell	Holmes Bell	Chief Executive Officer
HVJ Associates Inc.	Herb Johnson	President
IMEG	Paul VanDuyne	Chief Executive Officer
Infrastructure Consulting & Engineering	Elham Farzam	Chief Executive Officer
INTERA	Marsh Lavenue	Chief Executive Officer
Intervia	Caterina Milioto	President
Iron Horse Architects	Virginia McAllister	Chief Executive Officer
Jacobs	Patrick Hill	President
KCI Technologies	Christopher Griffith	President
Kerr Wood Leidal	Mike Dickens	Chief Financial Officer
Kleinfelder	Lou Armstrong	Chief Executive Officer
KLJ	Eric Michel	Chief Executive Officer
Klohn Crippen Berger	Ryan Douglas	President
Knight Piesold	Paul Ridlen	President, USA
KPFF	Nikhil Kalghatgi	Chief Financial Officer
Landau Associates	Chip Halbert	President
Langan Engineering & Environmental Services	Dave Gockel	Chief Executive Officer
Legence	Jeff Sprau	Chief Executive Officer
Leidos	Bill Johnson	President, Engineering
LJA Engineering	James Ross	Chief Executive Officer
LJB	Rod Sommer	Chief Executive Officer
Luminaut	Matt Erdman	Chief Executive Officer
Marx Okubo Associates	Parrish Boren	Chief Executive Officer
Matrix Design Group	Sal Nodjoman	Chief Executive Officer
Matrix Design Group	Dan Schnepf	Chairman
MBP (McDonough Bolyard Peck)	Chris Payne	Chief Executive Officer
MC Squared	Sam Moussly	Chief Executive Officer

Company Name**Attendee Name****Title**

McElhanney	Allan Russell	Chief Executive Officer
MCFA Global	BJ Kraemer	Chief Executive Officer
McIntosh Perry	Gus Sarrouh	Chief Executive Officer
Mead & Hunt	Andy Platz	Chief Executive Officer
Merrick	Christopher Sherry	Chief Executive Officer
MNS Engineering	Darren Riegler	Chief Executive Officer
Morrison-Maierle	Scott Murphy	Chief Executive Officer
Mott MacDonald	Mike Isola	Chief Executive Officer, North America
MS Consultants	Monica Mosure	Chief Administrative Officer
Muller Engineering	Gray Clark	President
Norda Stelo	Alex Brisson	Chief Executive Officer
North Wind Group	Chris Leichtweis	Chief Executive Officer
North Wind Group	John Bukowski	President
Osborn Consulting	Tarelle Osborn	President
Otak	Scott Dreher	Chief Executive Officer
Parametrix	Jeff Peacock	Chairman
Parametrix	John Willis	Chief Executive Officer
Parsons	Mark Fialkowski	President, Mobility Solutions
PBS Engineering and Environmental	Brian Stanford	President
PFES	Tim Simmerly	Chief Executive Officer
POWER Engineers	Jim Haynes	Chief Executive Officer
PRIME AE Group	Kurt Bergman	Chief Executive Officer
Procon Consulting	Kyu Jung	President
Provost & Pritchard	Ronnie Samuelian	Chief Executive Officer
PS&S	John Sartor	Chief Executive Officer
Qualus	Hisham Mahmoud	Chairman & CEO
R2T (River to Tap)	George Ajy	Co- Owner
Raba Kistner	Chris Schultz	Chief Executive Officer
RailPros	Ken Koff	Chief Executive Officer
Ramboll Group	Jens-Peter Saul	Chief Executive Officer
Ramboll Group	Cheryl Ginyard-Jones	President, Americas
Remington & Vernick Engineers	Len Faiola	Chief Executive Officer
RESPEC	Todd Kenner	Chief Executive Officer
Rick Engineering	Kai Ramer	Chief Executive Officer
Rincon Consultants	John Dreher	Chief Executive Officer
Rincon Consultants	Jennifer Haddow	Executive Vice President
RJN Group	Paul Costa	Chief Executive Officer

Company Name**Attendee Name****Title**

Robert Campbell & Associates	Robert Campbell	President
Roux	Sin Senh	Chief Executive Officer
RS&H	Amy Davis	Chief Financial Officer
S&ME	Matt Ryan	Chief Executive Officer
Sacré-Davey	Chris Sacré	Chief Executive Officer
Sacré-Davey	Kirk Washington	President
Salas O'Brien	Darin Anderson	Chief Executive Officer
Sargent & Lundy	Victor Suchodolski	Chief Executive Officer
Schnabel Engineering	Walt Rabe	Chief Executive Officer
SCS Engineers	Curtis Jang	Chief Financial Officer
Senversa	Michael Charge	Chief Executive Officer
Shermco	Phil Petrocelli	Chief Executive Officer
Shive-Hattery	Doug Bottorff	Chairman
Short Elliott Hendrickson	Dave Ott	Chief Executive Officer
SIA Solutions	Srini Neralla	Chief Executive Officer
SIA Solutions	Harry Kleiser	President
Simpson Gumpertz & Heger	James Parker	Chief Executive Officer
SKA Consulting Engineers	Stephen Robinson	President
Skanska	Richard Kennedy	Chief Executive Officer, US
SME	Mark Kramer	Chief Executive Officer
Smith Seckman Reid	Susan Osterberg	Chief Executive Officer
SOCOTEC Group	Marc Weissbach	Chief Executive Officer, US
SSOE Group	Vince DiPofi	Chief Executive Officer
Stantec	Gord Johnston	Chief Executive Officer
Stantec	Bjorn Morisbak	Senior Vice President
Stratus	Brandon Enochs	Chief Executive Officer
SWCA	Joseph Fluder	Chief Executive Officer
T&M Associates	Gary Dahms	Chief Executive Officer
T&M Associates	Patrick Jeffery	Chief Operating Officer
T.Y. Lin International	Matt Cummings	Chief Executive Officer
Tata Consulting Engineers	Amit Sharma	Chief Executive Officer
TCE (Trudell Consulting Engineers)	Jeremy Matosky	Chief Executive Officer
Terracon Consultants	Gayle Packer	Chief Executive Officer
The Carian Group	Courtney Varner	Chair & President
The Vertex Companies	Bill McConnell	Chief Executive Officer
TLC Engineering	Michael Sheerin	Chief Executive Officer
TranSystems	Rick Morsches	Chief Executive Officer

Company Name**Attendee Name****Title**

TRC Companies	Chris Vincze	Chief Executive Officer
Trihydro	George Mathes	Chairman
Trihydro	Kurt Tuggle	Chief Executive Officer
Trilon Group	Mick Renshaw	Chief Executive Officer
Trilon Group	Michael Converse	Chief Strategy Officer
Trinity Consultants	Paul Greywall	Chief Executive Officer
Trinity Consultants	Jay Hofmann	President
True Environmental	Jim Stamatis	Chief Executive Officer
TTL	Dean McClure	Chief Executive Officer
Twining	Rob Ryan	Chief Executive Officer
TYPSA Group	Pablo Bueno	Chief Executive Officer
Universal Engineering Sciences	Dave Witsken	Chief Executive Officer
Urban Systems	Martin Bell	Chief Executive Officer
Verdantas	Jesse Kropelnicki	Chief Executive Officer
Verdantas	Rebecca Ashton	Chief Operating Officer
Villa Civil	Christy Villa	Chief Executive Officer
West Yost Associates	Charles Duncan	Chief Executive Officer
Weston Solutions	Larry Bove	Chief Executive Officer
Westwood Professional Services	Bryan Powell	Chief Executive Officer
Westwood Professional Services	Paul Greenhagen	Board of Directors, Ex-CEO
WGI	David Wantman	Chief Executive Officer
WGI	Gregory Sauter	President
Woodard & Curran	Alyson Watson	Chief Executive Officer
Woolpert	Scott Cattran	Chief Executive Officer
Woolpert	Neil Churman	Chief Development Officer
WSB	Bret Weiss	Chief Executive Officer
WSP Global	Alexandre L'Heureux	Chief Executive Officer