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September 2015



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Message from Our CEO

The economy continues to roll—at least, it seems so in those places we do most of our business—and we're a very busy firm these days. We're in heavy hiring mode and salary expectations are escalating as we compete for young and talented staff who seem to enjoy more employment options these days than ever. In a trend that's being mirrored in some of the other major metropolitan areas in which we operate, the cost and availability of housing is a significant challenge for those wishing to reside here. The local economy here in San Francisco, our headquarters, continues to be particularly robust ("red-hot" might be a better term), as the tech industry aggressively expands, traffic congestion becomes unbearable, and finding an affordable apartment is almost an act of futility. Of course, we're benefiting as well, as we've been fortunate to be engaged in many of the most significant development projects in a town where construction cranes are ever present.

Despite these challenges, and because we're a 100% employee-owned firm, we've fared far better than some of our competitors in our recruitment and retention efforts. We've continued to grow and now have a total staff size of more than 400 within our unique environmental industry niche as we deepen our technical and management "bench" to maintain and enhance our ability to be responsive to our clients' needs. But it hasn't been easy—or without cost. As you'll see later in this newsletter, we've also been opening up offices in some new locations to better accommodate both our clients and our staff, such as the office we opened a couple of months ago in Irvine, Orange County, California (there are Orange Counties in at least three states that I know of). We've also been able to attract some very senior and

accomplished consulting expertise to the firm—the latest additions also highlighted in this newsletter—particularly those individuals who share our belief that a professional services company with an employee-owner culture is able to be more responsive and nimble in the environmental consulting field.

Another challenge (or, as a CEO, I like to think "opportunity") we're working on here at ESA is succession planning and leadership transition, at all levels of the organization. It's important to the continued success of our company and, by extension those we strive to serve, that this transition be thoughtful, effective, and transparent. It seems that leadership succession is an increasingly prevalent activity around our industry and amongst our clients as well, as we often find ourselves working with new project managers at our public and private clients. A sign of the times.

At the highest levels, we've been transitioning the membership of our Board of Directors, beginning in 2013 when we appointed one of our outside Directors, Carole Kay Lynn, as its Chair. More recently, two new inside members—Julie Sullivan and Erich Fischer—were elected to the ESA Board (see details elsewhere in this newsletter). At the Executive level, we recently appointed a new Chief Operating Officer, Brian Ramos, and we will soon be transitioning to a new Chief Financial Officer. In addition, two new Practice Leaders and two new Regional Directors (three of which were internal promotions), have been appointed during the past year. These and other leadership transitions within the organization will help ensure that ESA continues to be a significant and helpful resource as well as partner for our clients for many years to come.





The Untold Story of Chinese Railroad Workers

By Rebecca Allen, PhD, RPA, Northern California Cultural Resources Director

In the late nineteenth century, North America's abundant western lands and natural resources promised opportunity. The Transcontinental Railroad planned to knit together the growing patchwork of settlements into an urbane and economically prosperous landscape. Bringing this plan to life required an engineering vision, a large investment of capital, legislative support, and an affordable labor force. When complete in 1869, after four long years of toil, the Transcontinental Railroad was lauded among the most significant and far-reaching events in our nation's history.

Railroad histories are full of information about this achievement, but often relegate the labor force, primarily Chinese railroad workers, to a footnote; their necessity to railroad construction is acknowledged, but historical references offer few details about the workers themselves.

This year marks the 150th anniversary of the Transcontinental Railroad beginnings. In recognition of this, scholars at Stanford University created [The Chinese Railroad Workers in North America Project](#). This is a multi-disciplinary effort to daylight the pivotal contributions of the Chinese railroad workers. Dr. Barbara Voss, Associate Professor of Anthropology, created the Archaeology Network branch of this project, inviting R. Scott Baxter and me to participate, knowing that we had excavated one of the Chinese campsites at a critical junction of the Transcontinental Railroad: the top of Donner Summit, near the route now known as Highway 80 in California.

Chinese laborers occupied Summit Camp from 1865 to 1869. While there, they blasted through solid rock to create the tunnels, built the grade, and laid the track over the most daunting obstacle facing the construction of the Transcontinental Railroad. Archaeological study of this camp expands the typical historical view of Chinese laborers as subsidiary

players in railroad construction. During their stay, they made Summit Camp their own, building a small town that included many aspects of traditional Chinese culture, transforming the land where they built and lived. The site of Summit Camp retains a remarkable power of place. Its location and landscape conveys a sense of the history, resiliency, and labor contribution of Chinese railroad workers. The physical evidence of their everyday life provides quiet reminders of the necessary adjustments made to thrive in a new country, an alien environment, while performing physically challenging work. The evidence adds a broader picture, one that highlights choices and occurrences that were part of their set routine.

To record this site, Scott Baxter and I enlisted the help of Connie Young Yu, a well-known Chinese American historian. Scott and Connie have been featured in a video documentary, *The Work of Giants*, now playing at the Donner Memorial State Park Visitor Center and online at <https://www.youtube.com/watch?v=ttuDlv3bST4>. My favorite quote in this video is from Connie: "This is a colossal site, it is so magnificent. To imagine Chinese workers such as my great grandfather working to build Summit Tunnel, drilling inches at a time... They did gigantic, monumental work... The courage and daring of the Chinese workers, doing what many thought to be impossible has until recently been largely omitted from American history, but now we have an opportunity to set the record straight."

Earlier this year, the Society for Historical Archaeology published a thematic volume (Historical Archaeology, vol. 49, no. 1, 2015) on Chinese railroad workers, reporting on railroad sites in California, Utah, Nevada, Montana, and Idaho. I had the pleasure of being the associate editor for the volume, and both Scott and I contributed an article on the Summit Camp site. Barb Voss highlighted [this publication](#) at a Stanford event in June, and her copies of the journal sold out.

The audience for this almost forgotten history is growing. In association with the Society for Historical Archaeology and the Stanford project, I am currently leading the effort for a public-oriented volume, *Finding Hidden Voices of The Chinese Railroad Worker: An Archaeological and Historical Sleuthing*. This book (to be published by year's end) highlights the idea that together, archaeological and historical evidence gives new voices to the Chinese who were critical to building the railroad and actively shaped railroad history.



Water Flows into Tidal Wetlands for the First Time in a Century

By Ann Root, PhD, CFM, Senior Environmental Planner and Steve Winter, PH, Senior Hydrologist and Geomorphologist

On August 28, the levee at Qwuloolt Estuary on Ebey Slough in Marysville, Washington, was breached and tidal waters flowed into the site for the first time in over 100 years. The breach culminated a 20-year process to restore the estuary and opened up over 350 acres of tidal wetlands, which is a substantial portion of the overall Puget Sound restoration targets. Restoring the Qwuloolt Estuary to daily tides provides critical habitat for threatened Puget Sound Chinook and other salmon, as well as waterfowl and migratory birds. The historical tidal marsh ecosystem was lost when the estuary was diked, ditched, and drained.

The Qwuloolt Estuary is part of the Lower Snohomish River, with Jones and Allen Creeks flowing through the site on their way to Ebey Slough. The site was once part of a vast salt marsh in the lower estuary, but was converted to agriculture by the 1930s. The Qwuloolt site presented a special challenge to restoration as the site is now encompassed by the city of Marysville and is surrounded on three sides by urban development, including a wastewater treatment plant (WWTP), an industrial park, and residential areas. Planning for the restoration required focus on the desired ecological outcomes and on avoiding impacts to the homes and other infrastructure around the site.

The Tulalip Tribes led the restoration project in coordination with the National Oceanic and Atmospheric Administration (NOAA), U.S. Fish and Wildlife Service, and Washington State Department of Ecology, who serve as natural resources Trustees as part of an agreement in response to a Natural Resources

Damage Assessment at the nearby Tulalip Landfill. Since 2005, ESA has worked with the Trustees to provide restoration design, environmental permitting, and construction support services.

ESA's original involvement with the project was to assist the Trustees with development of alternatives for site restoration. ESA developed the selected alternative that reoriented the site to drain to Ebey Slough further upstream than the former mouth, which avoided substantial tidal flow at the toe of the City's WWTP levee.

To protect the industrial park that currently sits near mean high tide, a setback levee and new stormwater pond were installed. The recreational trail on the east side was raised and improvements were made to the residential stormwater system; these actions maintained the pre-breach level of flood protection for the site's many neighbors.

As the project progressed, ESA provided design and construction support services for much of the internal restoration site elements, including the tidal channel system, breach location, retrofitting of utilities, and revegetation of the surrounding slopes. Many stakeholders were concerned about erosion of the surrounding slopes with the reintroduction of tides and more frequent flooding of the site. To address wind-driven waves, ESA designed a system of wave-attenuation berms consisting of channel excavation spoils located throughout the site. These berms will limit wave generation within the site and offer a planting platform for the native tidal shrub vegetation that once dominated the site.



Starting as early as 2007 to prepare the site for reintroduction of tides, the old farm drainage ditches were filled, a system of starter tidal channels was installed, Allen and Jones Creeks were restored to their former meandering channels, internal berms were constructed to control wave energy, and the perimeter of the site was planted with native vegetation. Following the breach, the old tide gates that had drained the site will be blocked off and the site will once again drain only through a system of tidal channels.

The site is now reflooded and the time-lapse pictures from the Tribes' webcam tell the story of how the site is once again integrated into the Lower Snohomish Estuary (<http://video-monitoring.com/timelapse/tulalip/slideshow.htm>). Full restoration of natural estuarine processes and habitats will take decades, but changes to the hydrology and vegetation are already evident. NOAA has collected substantial pre-project data for fish use in the Lower Snohomish and will continue to capture post-project data with the intent of tracking how the site develops. Their monitoring plan is available here: http://www.pugetsoundnear-shore.org/supporting_documents/QwulooltMonitoringPlan.pdf.

ESA salutes the efforts of so many people in the organizations that are working to keep this important project moving and share in the satisfaction of seeing Qwuloolt on the path to recovery.

For more information on the Qwuloolt Estuary Restoration or for assistance with your restoration project planning or design, contact ESA's Ann Root at aroot@esassoc.com or Steve Winter at swinter@esassoc.com or by calling 206.789.9658.





New Definition of “Waters of the United States” Went into Effect August 28, 2015

By Erich Fischer, California Biological Resources and Land Management Practice Leader

The U.S. Environmental Protection Agency (EPA) and the U.S. Army Corps of Engineers (USACE) published their Final Rule on the new federal definition of Waters of the United States, as applied under the Clean Water Act (CWA). Published in the Federal Register on June 29, 2015 (80 FR 124: 37054-37127), the Final Rule replaces all previous rules and guidance on the federal definition of Waters of the United States, and became effective August 28, 2015.

To date, Federal court has blocked implementation of this ruling in 13 states, including Alaska, Arizona, Arkansas, Colorado, Idaho, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, and Wyoming.

What is the Rule?

Termed “The Clean Water Rule” (Final Rule), it serves to clarify the geographic scope of federal jurisdiction over Waters of the United States, including wetlands, under the CWA.

The Final Rule was issued following years of controversy and debate in the wake of several pivotal Supreme Court Cases (most notably *Riverside Bayview*, 1985, *SWANCC*, 2001 and *Rapanos/Carabell*, 2006), which left the jurisdictional status of some features unclear.

The Final Rule most significantly affects the way features such as small tributaries and potentially “isolated” features (including wetlands, vernal pools, prairie potholes, and pocosins) are evaluated to determine, or refute, their jurisdictional status under the CWA. The Final Rule also specifically excludes some features from being considered Waters of the United States.

What does the new Final Rule mean for projects that may involve waters, wetlands, or questionable features?

- The Final Rule potentially reduces the number of situations for which a case-specific “significant nexus test” will be used to determine jurisdictional status;
- It may increase the need for documentation and analysis relative to topography and hydrology at the watershed level to support decisions about federal jurisdiction; and
- The Rule increases the need for GIS analysis, to evaluate buffer distances and support decisions about federal jurisdiction.

ESA has been partnering with clients to submit delineations to local USACE Districts. We continue to usher projects successfully through the permit review and approval process. [Visit our website](#) for additional information and to [see ESA's flowchart](#) illustrating the jurisdictional analysis process under the Final Rule. If you have specific questions about how the ruling may impact your project, or for assistance, contact:

- California: Erich Fischer at efischer@esassoc.com or by calling 916.564.4500
- Florida and the Southeast: Julie Sullivan at jsullivan@esassoc.com or by calling 407.403.6302
- Pacific Northwest: Teresa Vanderburg at tvanderburg@esassoc.com or Margaret Clancy at mclancy@esassoc.com or by calling 206.789.9658

We're in Irvine!

Our newest office enables us to effectively respond to our growing Southern California client base

ESA has partnered with clients in Orange County for nearly 30 years. Establishing an office in Irvine enables us to more efficiently collaborate and respond to our local clients as we tackle complex environmental challenges such as water supply, renewable energy, climate change adaptation, and the delicate balance between nature and development.

The office is staffed with a team of environmental scientists and planners well versed in environmental documentation and compliance, including biological and cultural resources. Our Irvine office is supported by our growing Southern California team of more than 90 professionals and more than 400 experts companywide.

Please add our new office to your records:

**17744 Skypark Circle, Suite 200
Irvine, CA 92614**

For more information about ESA's Irvine office or our Southern California services, contact [Mike Houlihan, AICP](#), at mhoulihan@esassoc.com or by calling 213.599.4300.

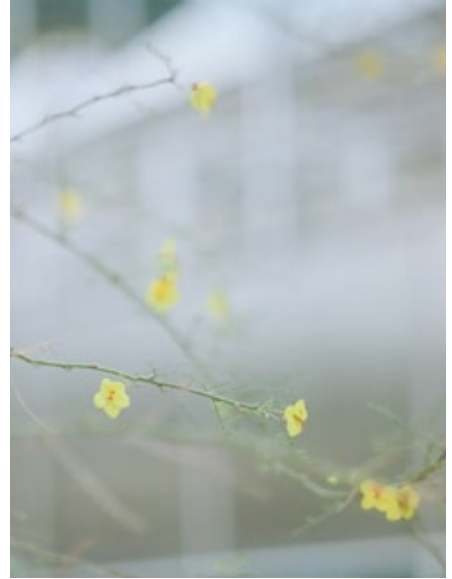


Photo by ESA's Terrance Wong

Meet Dana McGowan, RPA

ESA's New Cultural Resources Leader



Dana is a registered professional archaeologist with over 34 years of industry experience. She is a recognized expert in NEPA, CEQA, and Section 106 of the National Historic Preservation Act. She brings extensive experience conducting environmental work for all types of infrastructure, including transportation, water, and energy projects, as well as wide-ranging rail experience. She is skilled at bridging environmental compliance and construction and has spent more than a decade on the San Francisco Transportation Authority's Doyle Drive Replacement Project. Her thorough understanding of regulations and proven portfolio of complex projects will be a broad foundation of knowledge for our clients to draw from.

From our Sacramento office, Dana will lead ESA's Cultural Resources team of 60+ professionals, including prehistoric and historical archaeologists, architectural historians, preservation planners, maritime archaeologists, and curation specialists. Dana replaces Dr. Mitch Marken, who has moved into an expanded client relationship role, but remains a key member of ESA's cultural resources team.

Join us in welcoming Dana!

Dana McGowan, RPA
2600 Capitol Ave Ste 200
Sacramento, CA 95816
916.564.4500 | dmcgowan@esassoc.com

If I'm not working, I'm traveling. In fact, I usually have one or more trips already planned to places where I can explore my love of history and archaeology.

New Faces

ESA continues to strategically add expertise and resources to better meet our clients' needs. Join us in welcoming the latest additions to our growing team!



Michael Houlihan, AICP

Principal Managing Associate, Irvine Office Director
Irvine, CA | mhoulihan@esassoc.com

Mike brings 30 years of experience in Orange County and looks forward to building on this foundation while serving clients through our new office in Irvine. He is known for successfully ushering many of Southern California's most complex, high-profile infrastructure and development projects from concept to completion. From planned communities, water/wastewater infrastructure, community land use planning, residential/commercial developments, parks, schools, transportation/circulation improvements, and energy facilities, his experience includes managing all aspects of the environmental compliance process

I am excited to direct ESA's newest office in the county that I grew up in. I have seen a substantial transformation of Orange County over the past decades, and I have been involved in major developments within the county, including Tustin Ranch, Foothill Ranch, Rancho Santa Margarita, Las Flores, Ladera Ranch, Oak Creek, and Shady Canyon. Although environmental planning has provided exciting challenges, a balance of work and family life is important to me. I have been involved in coaching my three sons' various youth sports teams, including soccer, baseball, and basketball, over the past 17 years.

Eleanor Bartolomeo, PE

Senior Associate I
Environmental Hydrology
Seattle, WA | ebartolomeo@esassoc.com

I grew up on an island off the coast of Maine with more seagulls than people. I got to Seattle by traveling progressively eastward: first to Madagascar, where I spent two years in the Peace Corps working with farmers on sustainable agriculture; then to India and Southeast Asia, where I traveled and studied yoga; and most recently, a few dusty years struggling to manage California's drought. Now, I'm happy to be back where I can smell the sea and listen to the seagulls in the morning—confident that around here, at least we've got them outnumbered.

Liv Benson

Marketing Assistant
Northwest Region
Seattle, WA | lbenson@esassoc.com

I grew up in the Seattle suburbs and feel lucky to call Washington my home. I have a large extended family and spending time with them is my favorite thing to do! I also enjoy reading, crafting, and hanging out with my two cute cats.

Darren Bertrand

Project Manager
Environmental Hydrology
San Diego, CA | dbertrand@esassoc.com

My wife and I are originally from a small town in Canada and eight years ago we seized an opportunity to pack our bags and move to San Diego. Although we left many friends and family behind, as you can probably imagine, getting them to visit us has not been difficult. While growing up on the shores of Lake Huron, I developed a love for being in and around the water—and I am thrilled that living in a city such as San Diego has allowed me the opportunity to instill my love and respect for water into my two young daughters.

Lisa Bradford

Project Accountant
Northern California
Sacramento, CA | lbradford@esassoc.com

Besides spending time with family, I enjoy working on my fitness and doing Yoga.

Michael Bever, PhD, RPA

Program Manager
Cultural Resources
San Diego, CA | mbever@esassoc.com

I love the outdoors, whether hiking through the forest, spending the day at the coast, mountain biking the trails outside my backyard, or tending my collection of orchids. But perhaps my favorite activity is traveling with my family and sharing with my kids a passion for history and archaeology. On recent vacations, we've wandered through castles and ancient stone rings in Scotland, climbed Mayan pyramids and descended into underground caverns in Mexico, and explored countless museums along the way. Closer to home, we're currently on a quest to visit all of the California missions.

Karen Calderon

Associate II
Community Development
Los Angeles, CA | kcalderon@esassoc.com

I'm a recent graduate with degrees in Political Science and Public Policy. I was born and raised in Los Angeles and am very excited to be working at ESA. In my spare time I like to play the guitar and travel. My favorite country to visit is Guatemala. It has beautiful beaches, lots of historical sites, and the nicest people. The last time I was there I got to climb up the Mayan ruins and actually touch a sculpture that was almost a thousand years old! It was amazing. I try to go Guatemala at least once a year.

Doug DiCarlo

Aviation Program Manager
Airports
Tampa, FL | ddicarlo@esassoc.com

Prior to my joining ESA this summer, my wife, two daughters, and I spent three and a half years in Toulouse, France. This experience enabled me to fully immerse in the culture of my wife's native country as well as to grow professionally. While in France I continued to work on aviation planning projects, including a number with ESA during my last year overseas. I also had the fortunate opportunity to work and teach at France's civil aviation university (Ecole Nationale de l'Aviation Civile), which expanded my understanding of international aviation practices and enabled me to work directly with individuals from Airbus. While we enjoyed the different regions of France and other western European countries, it is great to be back in the United States.

Austin Goodman

Information Technology Administrator
Corporate Services
San Francisco, CA | agoodman@esassoc.com

I grew up in a small town in Southern California and after high school moved north to South Lake Tahoe. From there I would spend winters in the mountains and summers at various beach towns all over California. I continued to chase the best weather in America for multiple years until deciding that San Francisco is the best of both worlds, close to the mountains and beaches without an extended drive. Some might consider me a seasons expert.



Michael O'Brien, RLA

Senior Managing Associate
Environmental Hydrology
Portland, OR | mobrien@esassoc.com

Mike brings more than 25 years of experience guiding project teams toward developing innovative and sustainably-minded planning and design solutions. Whether it be an urban streetscape, a community trail system, a neighborhood park, or a stormwater facility project, he integrates his creative and technical skill sets to design with sensitivity to site context, ecology, and visitor needs. He recently completed Hawthorne Park, the first nature-based play area in Clackamas County, Oregon. Mike has been a member of the Technical Advisory Committee for Portland, Oregon's, elected regional government, Metro, for over eight years, providing landscape architectural and planning expertise to staff and local policy makers.

I discovered and, subsequently, fell in love with soccer at the age of 12. I've played competitively pretty much non-stop since then. I was a non-scholarship player on the University of Oregon's soccer team while studying landscape architecture there in the eighties. I co-founded a local soccer club that currently has five adult men's teams playing in various local leagues. My current team is two-time reigning champion in the Greater Portland Soccer District's over-50 division.

April Gunderson

Associate I
Energy
Petaluma, CA | agunderson@esassoc.com

I recently graduated from Sonoma State University with a degree in environmental studies and planning. I'm originally from Washington state.

Todd Haurin

Technical Associate
Energy
Oakland, CA | thaurin@esassoc.com

I grew up in NJ and followed John Babsone, Lane Soule, and Horace Greeley's advice: "Go West, young man and grow up with the country." I successfully passed my open water scuba certification in Thailand whilst fighting a severe and debilitating gastrointestinal food-borne illness. I met Jason Alexander (aka George Costanza) in the West, Hermosa Beach, at his wife's art show exhibit and did NOT make a single corny or awkward joke about his character from Seinfeld.

Tricia Leonardo

Payroll Accountant
Corporate Services
San Francisco, CA | tleonardo@esassoc.com

I like to watch movies, and going to the beach.

Germaine Leong

Project Accountant
Northern California
Sacramento, CA | gleong@esassoc.com

I love comic books (mostly manga), enjoy watching Star Trek, and was born in Malaysia.

Grace Li Bergman, PLA, GISP

Landscape Architect
Environmental Hydrology
Seattle, WA | gbergman@esassoc.com

Growing up in Hong Kong, I frequented beaches and enjoyed many early-morning swims with my grandpa. I never knew what a privilege it was to swim in the ocean until I moved to the Pacific Northwest. So earlier this year, we traveled to Phuket with our 2-year-old and he experienced his first waves! That's a long way to experience ocean, but for me, nothing is more relaxing than sticking my feet in the warm sand.

Paul Luhmann, SPHR

Senior Human Resources Program Manager
Corporate Services
San Francisco, CA | pluhmann@esassoc.com

I love to surf and go out every chance I get. This is no small feat given that I grew up landlocked smack dab in the middle of the Midwest. However, as soon as I moved out to California, learning to surf became priority number one. I was fortunate enough to pass my love of the ocean and surfing on to my son and daughter and they too now share my passion for this sport. Unfortunately, I haven't had the same success with my wife given that she broke her ankle while I was giving her lessons. So let's just say she is a work in progress.

Katelyn Matroni

Associate I
Water
Los Angeles, CA | kmatroni@esassoc.com

Even though I am originally a "city girl" from Long Beach, I have been living in the slow and small town of San Luis Obispo for the last four years. You can say I am out of my element coming back to the city of all cities, Los Angeles. I am so excited and extremely eager to get thrown into the rustle and bustle of this wonderful company and I am more than ready to start my first official career! Throughout my college years in SLO, I fell in track with a lot of other environmental enthusiasts and learned to love getting out in nature, hiking, and enjoying the beautiful scenery around me. The high-rise buildings and clusters of Los Angeles are not as pretty as rolling hills and high peaks, but I am welcoming the new change of scenery and I think I will start to partake in some fun activities like exploring Downtown LA and trying out new food and forms of entertainment. I may or may not be watching a lot more Netflix and going to bed before 10:00 pm as well! Bring on the fast life!

Matthew Norcott

Associate I
Environmental Hydrology
San Francisco, CA | mnorcott@esassoc.com

I spend my free time going to concerts, breweries, playing music, and hiking!

Hector Osegueda

Project Accountant
Southern California Region
Los Angeles, CA | hosegueda@esassoc.com

I take public transportation to and from work every day. Since I love to read and get inspired by my favorite books, I read the entire ride.

Matt Panopio

Associate I
Water
Los Angeles, CA | mpanopio@esassoc.com

I was born and raised as a military brat! My dad served in the U.S. Navy for 20 years, during which time my family lived in the Philippines; Okinawa, Japan; and San Diego.

Nathan Rapp, PHR

Senior Human Resources Program Manager
Corporate Services
San Francisco, CA | nrapp@esassoc.com

I'm friends with Will Smith.

Hannah Snow

Associate II
Environmental Hydrology
San Francisco, CA | hsnow@esassoc.com

I grew up on the tiny San Juan Island in the Puget Sound, and as a kid I used to love to fill my pockets with stones from the local beaches. I guess I never grew out of it—recently I have become amateur lapidary artist and rockhound. I try to turn every hiking/camping trip into a rock collecting expedition, filling my tiny car with agates, jaspers, and other goodies. At home, I cut, shape, and polish stones into beads and other shapes for jewelry-making. It's really fun to be able to dig a rock out of the ground and turn it into something special! One of my many obscure hobbies.

James Songco

Senior Graphic Designer
Northern California
Sacramento, CA | jsongco@esassoc.com

Two of my favorite things are dogs and chocolate-chip cookies.

Michael Strom

Associate II
Environmental Hydrology
Sacramento, CA | mstrom@esassoc.com

I'm an avid birdwatcher and have led field trips for the Yolo Audubon Society for over four years. I particularly enjoy traveling to different sites in the Central Valley or along the coast to witness the fall and spring migration of numerous bird species.

Kelly Tam

Accountant
Corporate Services
San Francisco, CA | ktam@esassoc.com

My sophomore year of college, I studied abroad in Hong Kong and realized how much I love traveling. I was fortunate enough to see other parts of Asia and even took a trip to Europe after I graduated. However, I have not visited many areas within the United States, so I am hoping my next trip will be a bit closer to home.



Curtis LaPierre, PLA, ASLA, AICP

Senior Managing Associate
Environmental Hydrology
Seattle, WA | clapierre@esassoc.com

Curtis brings 31 years of experience in landscape architecture and urban design throughout the Pacific Northwest and Alaska. From large-scale master planning to ecological restoration and site design, Curtis is well versed in managing complex multidisciplinary projects from inception through planning, permitting, design, and construction. Curtis is a LEED Accredited Professional and develops innovative, constructible, sustainable, and cost-effective designs. His projects include stream and wetland restoration, creek realignments, buffer restoration and wetland creation work, and trail design. He recently completed a master plan for Edith Moulton Park in Kirkland.

In my spare time I volunteer for my kid's high school jazz organization by marketing and coordinating jazz combo gigs around Seattle. Last year we raised over \$14,000 playing gigs. It is really great experience for them and a lot of fun for me as well.

ESA's Board of Directors

ESA's Board of Directors represents ESA's employee-owners by overseeing the performance of the Company consistent with the Articles of Incorporation, Bylaws, and adopted Strategic Plan.

Join us in welcoming our new 2015 Board members!



Erich Fischer

Vice President and California Biological Resources and Land Management Leader
Sacramento, CA | efischer@esassoc.com

Erich has been with ESA for more than 16 years and over that time he has steadily increased his leadership responsibilities at the office, region, and corporate level. Erich brings more than 25 years of experience working with interdisciplinary teams to manage, study, conserve, permit, and monitor the natural environment. With a background in wildlife biology, NEPA/CEQA, and environmental compliance, he brings integrated regulatory permitting and land management solutions to clients throughout California and western Nevada.

It is an honor to be elected by our employee-owners to serve on the Board. I look forward to continuing our work to keep ESA a vibrant, thriving company well into the future.



Julie Sullivan

Vice President and Southeast Regional Director
Orlando, FL | jsullivan@esassoc.com

Julie has grown ESA's southeast presence over the past five years to expand and diversify our services through strategic hiring and a collaborative leadership approach. Bringing more than a decade of experience collaborating with Florida clients, Julie successfully navigates today's environmental challenges for aviation, transportation, water supply, and community development projects.

I bring a diverse background to ESA's Board. Having begun my career working for a nonprofit in scientific research, I moved to the public sector in a regulatory role, then to a small business (environmental consulting), and then joined a large A/E firm. I have seen our business through the eyes of client, regulator, engineer, and consultant, and I have gained a well-rounded perspective on what it takes to be successful in this highly competitive business.

ESA's re-elected Board of Directors for the 2015 year include:

Bobbette Biddulph

Senior Vice President
Southern California
Regional Director
San Diego, CA

Molly Adolfson

Senior Vice President
Northwest Water Leader
Seattle, WA

Leslie Moulton

Senior Vice President
California Water Leader
Los Angeles, CA

Gary Oates

President
San Francisco, CA

External Board Members

Al Spiers | 2020 Environmental Group
Carole Kay Lynn | Retired (Former CFO)
Martin Staibus | Bayster Institute Director

We'll See You Around

See our experts at these upcoming events!



OCTOBER

1-2 CalDesal 4th Annual Desalination and Salt Management Conference
Ontario, CA

3-6 American Planning Association California Chapter 2015 Chapter Conference: Rooted in AuthenticITY
Oakland, CA

Brian Boxer, AICP will be a panelist at the *CEQA Speed Dating* session and the *Fixing Up Your Project: Strategies and Tools for Revising and Retooling Previously Approved Projects*

4-7 Airport Council International North America Annual Conference & Exhibition
Long Beach, CA

Peter Green will participate in the Environmental Affairs Committee Meeting

Doug DiCarlo will participate in the Ops Tech Committee Meeting

6-8 Society of Wetland Scientists Pacific Northwest Chapter From a Watershed Perspective: Integrating Science Into Policy
Olympia, WA

Sarah Hartung will present the poster session *Maroon Ponds Wetland/Stream Restoration*

11-13 The International Ecocity Conference Series Ecocity World Summit 2015
Abu Dhabi, United Arab Emirates

Steve Crooks, PhD, will present *Carbon Sequestration and Ending Overshoot*

21-23 Northwest Environmental Training Center Pacific Salmonids: Spawning Habitat Restoration
Kirkland, WA

Rocko Brown, PhD is a co-instructor

21-25 The California State Bar Association 2015 Environmental Law Conference at Yosemite
Fish Camp, CA

22 Gulf of Mexico Coastal Training Blue Carbon: A Management Tool for the Conservation and Restoration of Coastal Wetlands
Naples, FL

Steve Crooks, PhD will present *Applications of Blue Carbon*

David Tomasko, PhD, will present *Documenting the role of seagrass meadows for carbon sequestration and their potential to offset impacts of ocean acidification*

NOVEMBER

2-4 Oregon Recreation and Park Association 2015 ORPA Conference
Portland, OR

Steve Roelof, RLA will be a panelist presenting *Natural-Resources Focused Parks*

3-5 Northwest Climate Conference 6th Annual Conference
Coeur d'Alene, ID

Mike Leech, GISP will present *Data Visualizations for the Combined Effects of Projected Sea Level Rise, Storm Surge, and Peak River Flows on Water Levels in the Skagit Floodplain* and **Jonathan Kemp** will run an interactive demonstration at the Tools Cafe

4-6 Northwest Environmental Training Center Pacific Salmonids: Spawning Habitat Restoration
Sacramento, CA

Rocko Brown, PhD, is a co-instructor

7 NASA Jet Propulsion Laboratory Climate Change Workshop
Pasadena, CA

Steve Crooks, PhD, will lead the workshop


8-12 Coastal and Estuarine Research Federation 23rd CERF Biennial Conference
Portland, OR

Curtis Loeb, PE, David Tomasko, PhD, and Steve Crooks, PhD, will present *Restoration for a Changing Climate*

9-11 Airport Consultants Council 37th Annual Conference & Exposition
Newport Beach, CA

DECEMBER

30-4 United Nations Framework Convention on Climate Change COP 21/CMP 11
Paris, France


 **Steve Crooks, PhD**, will present *Coastal wetlands in the national inventory on greenhouse gas emissions and sinks as part of Event 7 Carbon Storage in Ecosystems*

1-4 Association of California Water Agencies
Fall 2015 Conference & Exposition
Indian Wells, CA

1-3 Southeast Florida Regional Climate Change Compact 7th Annual Southeast Florida Regional Climate Leadership Summit
Key West, FL

8-9 GTM Research U.S. Energy Storage Summit
San Francisco, CA

9-11 Florida Stormwater Association
2015 Winter Conference
Orlando, FL

 **David Tomasko, PhD**, will present Results from an *Experiment to Find Sources of Fecal Coliform Bacteria in Stormwater Runoff*

14-18 American Geophysical Union
2015 Fall Meeting
San Francisco, CA

 **Steve Crooks, PhD**, will present *Inclusion of Coastal Wetlands in the Inventory of U.S. Greenhouse Gas emissions and Sinks?*

Rocko Brown, PhD, and **Jason White** will present *The topographic design of river channels for form-process linkages*

We Want To Know

What is your favorite fall activity?



Share your responses:

