


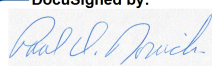


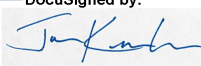
Gannett Fleming, Inc. and Subsidiary and Affiliated Companies Quality Policy

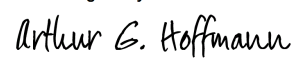
Provide professional services that meet the requirements of clients and involve all personnel in continually improving work processes.

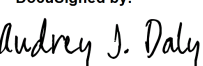
Adopted October 13, 1993 by the Corporate Quality Improvement Team. Reaffirmed effective January 25, 2023.


DocuSigned by:

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Robert M. Scaer, PE


DocuSigned by:

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Paul D. Nowicki, PE


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Jon H. Kessler

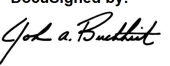
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Arthur G. Hoffmann, PE


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Audrey J. Daly


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Jamie Christensen

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Anthony C. Ferruccio, PE

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Esther M. McGinnis

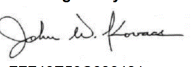
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John A. Buchheit, PE

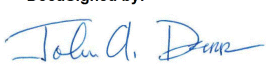
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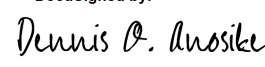
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Brendan J. Wesdock, GISP

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James S. Nevada

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John W. Kovacs, PE

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John A. Derr, PE

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Dennis O. Anosike, JD