



STATEMENT OF QUALIFICATIONS

ECOLOGICAL DESIGN SERVICES

1. Summary of Expertise and Qualifications

Jacques Whitford NAWE, Inc. (JW NAWE) is a professional engineering firm specializing in ecologically based solutions. JW NAWE provides planning, design, construction observation and operation services. Examples of JW NAWE's experience include stream bank stabilization, habitat restoration, contaminated site remediation, and wastewater treatment (both residential and industrial). The firm currently operates in the following service areas:

- Prairie and wetland restoration. JW NAWE provides a number of services related to habitat restoration, including assessment of native plant communities, wetland delineation, prairie seeding, contract growing and planting, burning, soil bioengineering for stream bank stabilization and wetland restoration. Through an affiliated company, *Prairie Bay Farms*, JW NAWE can provide custom-grown native planting stock. JW NAWE has restored a number of wetlands, prairies and riparian areas and has acted as a banking agent for mitigation credit transactions under the Minnesota Wetland Conservation Act (WCA).
- Environmental permitting. JW NAWE staff developed the first point/nonpoint-source trading permit in Minnesota for the Rahr Malting Company. The resulting trading program won the *1997 Minnesota Environmental Initiative Award* and has been the subject of numerous print, radio, internet and television media features. JW NAWE has extensive experience in preparation and execution of environmental assessment worksheets (EAWs), alternative urban area reviews (AUARs), environmental impact statements (EIS') and wetland delineation/mitigation reports.
- Water supply, treatment and distribution systems. JW NAWE staff has designed a variety of small community water systems, including well development, variable-speed pumping systems, transmission mains and iron & manganese removal systems.
- Industrial treatment processes, including engineered wetland systems. JW NAWE has extensive experience in custom designing ecological systems to drive specific treatment reactions, including high-rate wetland systems, in-situ phytoremediation/bioremediation systems and engineered soil-matrix biofilters for liquid and/or gas phase contaminant removal. Specific projects to date have focused on landfill leachate, blast furnace slag leachate, BTEX-contaminated groundwater, petroleum contact water, cheese waste, barnyard runoff and milk-house waste. The firm holds several patents and patents pending on Forced Bed Aeration™ wetland treatment reactors, including U.S. Patents 6,200,469 and 6,406,627.
- Small community wastewater systems. JW NAWE has designed over 200 wastewater treatment systems for residential developments, resorts, schools and small municipalities and is a leader in the small flows/decentralized wastewater market. The firm provides assistance with all phases of projects, including facility plan development, engineering design; permit negotiations and construction observation. JW NAWE has worked with a number of federal and state grant and loan programs and provides grant administration and financial management services on publicly-financed projects. Our clients have won a number of awards for JW NAWE-designed wastewater systems, including the *1999 Minnesota Project of the Year Award* from USDA Rural Development, 2004



USDA Rural Development Earth Day projects for both the states of Minnesota and Wisconsin and the Minnesota Environmental Initiative Award for the years 1998, 2001 and 2003. The firm itself was the 2004 winner of the Environmental Initiative Award, Private Sector Management. The firm has designed a number of international projects; including work for the U.S. State Department.

2. **Qualifications and Experience in planning, design, and construction of restoration projects.**

Selected projects include:

- **MMPA, Faribault, Minnesota.** The Minnesota Municipal Power Agency's (MMPA) Faribault Energy Park is an on-demand, natural gas energy production facility in south central Minnesota. The facility uses large quantities of water in its cooling towers. MMPA wanted to reuse this cooling water and collect stormwater runoff to reduce withdrawals from the Jordan Aquifer. The agency also wanted to create a natural park setting to provide an amenity in the community for visitors. JW NAWE partnered with civil engineers and landscape architects to create a working landscape. The resulting wetland park system will provide stormwater treatment, storage and blending with high salt content water from the cooling towers. A series of three surface flow wetlands are followed by a six million gallon storage basin where water is withdrawn for reuse in the cooling towers. Pumps continuously circulate water back to the beginning of the system to maintain a high water quality. The system is landscaped with trails, gazebos and renewable energy exhibits. The wetland park system will be beneficial to both the surrounding community and environment. The reuse of cooling tower blowdown in combination with stormwater collection will reduce draws on the Jordan Aquifer and limit the discharge of salty water into the adjacent ditch.
- **Thompson Wetland, Aiken County, Minnesota.** JW NAWE's founders, Curt Sparks and Scott Wallace, developed a project to restore 640 acres of farmed peat land in the mining region. The farm land was converted by Thompson Farms according to the design with ditch blocks, minor grading and plantings. With the State acceptance of the banking application, US Steel and Inland Steel purchased the land for \$1,200 per acre and placed it into the wetland bank. All of the work from conception to acceptance in the WCA wetland bank was performed or under the direction of Sparks and Wallace. JW NAWE developed a project to restore 640 acres of farmed peat land in the mining region. The farm land was converted by Thompson Farms according to the design with ditch blocks, minor grading and plantings. With the State acceptance of the banking application, US Steel and Inland Steel purchased the land for \$1,200 per acre and placed it into the wetland bank. All of the work from conception to acceptance in the WCA. Everyone benefited including; the mining companies, state and federal regulators, Thompson Farms and the environment. Farmed wetlands were placed back into high quality wetlands. The unavoidable loss of wetlands in nearby mining properties was mitigated. The habitat values of the Thompson Wetland Bank are exceptional for both upland and wetland habitat. One of the largest Aitkin County sharp tail dancing grounds now exists on the site. Upland song birds and numerous wetland bird species now make this large wetland restoration site their home.
- **British Petroleum, Lima, Ohio.** JW NAWE was responsible an 18-acre prairie restoration. The site, was previously an industrial site that had since been closed to operations. The goal of the seeding project was to restore native prairie with local and regional genotypes. The establishment plan included restoring native prairie grasses and forbs while implementing prairie management over the first three years of establishment. JW NAWE worked with URS and BP staff to properly prepare the site. Grasses and forbs native to western Ohio were planted with a Truax seed drill. Periodic mowing and spot herbicide application was implemented over the first two growing seasons so that prairie plants could become fully established. The prairie restoration has fully successful in meeting the site

remedy goals. Prairie grasses and forbs are fully established at the site, which is used extensively by wildlife.

- **BP/Dome Pipeline, Bremer County, Iowa.** JW NAWE was responsible for the design of a rechannelization of a portion of a tributary to the Little Wapsipinicon River. A gas pipeline had been exposed in the streambed and needed to be covered. Gabion baskets and mattresses were installed along the existing channel as well as the new channel to stabilize the bank and prevent erosion from uncovering the pipeline. Field engineering was also provided throughout construction of the project.
- **Kelly Creek – Alliance Pipeline, Foster County, North Dakota.** JW NAWE was responsible for design of a streambank stabilization project on Kelly Creek. Cattle use of the creek had caused erosion of the streambank that was beginning to encroach on neighboring properties. Gabion mattresses and fill material were used to reestablish acceptable slopes on the streambank and vegetation was recommended to provide additional stabilization of the soils in the disturbed areas.
- **British Petroleum, Casper, Wyoming.** JW NAWE was responsible for the design of an integrated wetland treatment process for treating up to 3.1 MGD of BTEX-contaminated groundwater at the Former Casper Refinery site. Specific unit processes include a cascade aeration system for iron oxidation and air stripping, a soil-matrix biofilter for gas-phase benzene removal, surface flow wetland cells for removal of ferric hydroxide precipitates, stormwater retention wetlands and radial subsurface flow insulated wetland cells for BTEX removal. Because of the small footprint area and high BTEX removal rates required, the subsurface flow wetlands utilize a JW NAWE-patented technology, Forced Bed Aeration™ to maximize degradation of benzene, MTBE and related compounds. The wetland treatment system is located in the middle of an 18-hole Robert Trent Jones golf course. Additional services provided by NAWE included pilot data interpretation, derivation of site-specific rate constants, heat budget calculations on the wetlands, nonequilibrium gas/liquid benzene phase change calculations, water quality permit assistance and assistance with the BACT analysis for air emissions. As a direct contractor for BP, NAWE worked with the engineering firm RETEC and the construction contractor Envirocon for design and implementation of the overall project.

This project was awarded distinguished “Grand Award” from the American Council of Engineering Companies (ACEC) and winner of the “7 Wonders of Engineering Award” from Minnesota Society of Professional Engineering (MSPE).

3. **Social and Environmental Responsibility**

JW NAWE is committed to social and environmental responsibility as much as ecological engineering. Employees contribute to the Minnesota Environmental Fund each month, volunteer each quarter for local causes and work in an environmentally responsible office space.

While being an active member of the local community, JW NAWE has also taken a leadership role in helping the global community deal with pressing environmental issues and ecological disasters. Examples of this participation include:

- Participation in the international symposium that examined technologies and strategies required to achieve a sustainable human and ecological landscape in the Mesopotamian Marshes in Iraq.
- A trade mission to Sri Lanka after the 2005 Tsunami to educate local professionals about environmental technologies that can speed up reconstruction efforts.

4. Project Team

JW NAWE's project team members have extensive experience in planning, permitting, design and operation of innovative waste treatment solutions. JW NAWE has successfully planned, designed and permitted over 150 treatment systems, including vertical and subsurface constructed wetlands, conventional activated sludge processes, trickling filters, sand filters, sequencing batch reactors and other systems ranging from single-family homes up to large-scale industrial treatment processes.

Principals

Curtis J. Sparks, P.E.

Mr. Sparks is a founder and Principal of Jacques Whitford NAWE, Inc. Prior to founding NAWE, he was Vice President and Marketing Manager for HDR Engineering in their Minneapolis Office. He served 18 years in the Water Quality Division at the Minnesota Pollution Control Agency as a manager in the Permit and Program Development Sections. He was responsible for standards development, water quality monitoring, lake management, nonpoint source, toxics, permitting and many of the other emerging programs including development of the resource recovery program in the Solid Waste Division.

Mr. Sparks has a degree in Civil Engineering from the University of Minnesota. He is a licensed ISTS designer in Minnesota. Mr. Sparks served as the administrator for the Forest Lake Watershed Management Organization, Director of Lakes Area Recycling, Supervisor in Forest Lake Township and the Washington Soil and Water Conservation District. He has held many positions in both public and professional organizations. Governmental agencies, industries and environmental groups often seek his experience on water quality issues. His expertise is frequently sought by professional organizations to provide training and presentations on wastewater treatment and system management.

Scott Wallace, P.E.

Mr. Wallace is a founding partner and Principal of Jacques Whitford NAWE, Inc. He holds a Bachelor's degree in Civil Engineering and a Master's degree in Environmental Engineering from the University of Iowa. He has served as a project manager at HDR Engineering, Shive-Hattery Engineers and Architects and at CH2M Hill.

Mr. Wallace specializes in the design of ecological systems including constructed wetlands, decentralized wastewater systems, stream bank stabilization, in-situ bioremediation and phytoremediation systems and habitat restoration. He has extensive experience in both municipal and industrial wastewater treatment. Mr. Wallace recently developed and patented several extremely efficient and cost effective wetland treatment technologies for municipal and industrial applications. He has additional experience in wastewater treatment plant operation, laboratory analysis, groundwater monitoring and wetland delineation.

Mr. Wallace has authored papers in numerous technical publications and hold patents and patents pending for wastewater treatment processes and products. He has designed over 100 wastewater treatment systems across the US and in three foreign countries, ranging in size from single-family homes to industrial systems of over 3 MGD. He is the author of "Feasibility, Design Criteria, and O&M Requirements for Small Scale Constructed Wetland Wastewater Treatment Systems" written on behalf of the Water Environment Research Foundation (WERF). As the first publication of its kind to enable wetland design with confidence intervals, the manual breaks new ground by incorporating data from over 1,800 small-scale wetland treatment systems and outlines the use, distribution, and performance of small-scale wetland treatment systems throughout the world. The report contains over 100 original figures, diagrams, and illustrations.

JW NAWE Engineering Group

Bryan C. DeSmet, P.E.

Mr. DeSmet holds Bachelor of Science degrees in Chemistry, Biology and Civil Engineering, as well as a Master's degree in Civil Engineering from South Dakota State University. While at SDSU, Mr. DeSmet studied the removal of radium from drinking water utilizing manganese greensand filters.

Mr. DeSmet's experience includes wastewater treatment system design and operation, water treatment system design and project management responsibilities for several design/build projects. Over the last 15-years, Mr. DeSmet's work experience has included the preparation of numerous system evaluations, design improvements and bid documents for both water and wastewater systems in the United States. In addition, Mr. DeSmet has over 5-years of experience as a project manager on international design/build projects including both water and wastewater system design and construction, as well as projects as varied as light rail transit, hydropower and solid waste disposal and composting. Mr. DeSmet began his career as a wastewater treatment system process engineer and plant manager for the City of Omaha, Nebraska. Since that time his work has involved providing professional consulting services to municipal and industrial clients. At JW NAWE, Mr. DeSmet is responsible for water system and wastewater system design and project management.

Mark O. Liner, P.E.

Mr. Liner holds a Bachelor of Science degree in Civil Engineering from Lehigh University and a Masters of Engineering degree in Environmental Engineering from Clemson University. His Master's work investigated modeling software for the design of sewage plants, which was presented at the 70th Annual Water Environment Federation Technical Conference (WEFTEC '97).

Mr. Liner's experience has been concentrated in the wastewater treatment but in a variety of capacities. Initially, he worked for EPA in Washington, DC developing effluent guidelines for industrial pretreatment. Since then, he has worked as a consultant design engineer in the financing of facility modifications, retrofitting facilities to meet stringent nutrient removal requirements and developing NPDES permit strategies. He has also been a design expert for a lagoon process supplier and managed an engineer-procure-construct contract for a large wastewater treatment facility. Mr. Liner has additional experience in the design, construction and operation of water distribution systems as a Peace Corps volunteer in Nepal.

Brian Davis, G.I.T, Ph.D.

Brian Davis is a Senior Design Engineer, joining JW NAWE in September 2005. Brian received his B.S. in Geography (major) and Geology (minor) from the University of Wisconsin-Whitewater in 1994 and his M.S. in Environmental Science & Policy from the University of Wisconsin-Green Bay in 1997. His Master's research focused on an assessment of the treatment effectiveness of mound systems in northeast Wisconsin, focusing on coliform attenuation and nitrification/denitrification characteristics, work which was ultimately submitted as a final report to the Wisconsin Dept. of Commerce.

Following completion of his M.S., Brian joined Environmental Compliance Consultants, Inc., a Green Bay, Wis.-based consulting firm, conducting leaking underground storage tank investigations and remediation activities. In 1998, Brian entered the Ph.D. program in Environmental Engineering at Oregon State University, where he conducted federally-funded research regarding the use of naturally occurring dissolved radon gas in groundwater as a partitioning tracer for quantifying chlorinated solvent and petroleum hydrocarbon saturations in the subsurface. The research was conducted at military bases and former refineries/industrial facilities across the U.S. and formed the basis for three peer-reviewed publications in scientific/engineering journals. He also participated in research regarding the

bioremediation of chlorinated solvents and radionuclides. Brian received his Ph.D. in 2003, and then joined Chevron Corporation in the San Francisco area as a hydrogeologist, providing technical consulting services for groundwater contamination, groundwater and hazardous waste remediation and water quality issues associated with Chevron operations in North America, Africa and Asia.

A certified geologist-in-training, Brian has expertise in numerical modeling of water chemistry, analytical and numerical modeling of unsaturated and saturated subsurface flow processes, as well as significant analytical chemistry experience.

Richard Wagner

Mr. Wagner is the Senior Vice President of Field and Technical Services for JW NAWA. He has a BS in Industrial Arts at Millersville University, Millersville, PA. Mr. Wagner has over 25 years of experience in the engineering and construction fields. His construction experience ranges from water and wastewater treatment plants to electric generating plants. He has provided construction management for over 50 NAWA designed systems with sizes ranging from 500 gallons per day to 3 million gallons per day. He has extensive CAD experience with over 150 projects at JW NAWA. Mr. Wagner is a Class C licensed wastewater treatment plant operator and a licensed ISTS designer in Minnesota.

His experience has also included engineering site inspector for a 15 million-dollar wastewater treatment plant expansion at the City of Monticello, Minnesota. Other projects included design/drafting for a 10 MGD water treatment plant expansion for the City of Brooklyn Park, Minnesota, numerous Red River Valley flood control projects and other storm water projects.

Mr. Wagner's experience also includes project management, design and installation supervision of a 3 million-dollar water chemistry sampling system at the Monticello Nuclear Generating Plant. While at the Generating Plant he also managed the CAD design/drafting group involved in many plant modifications. At JW NAWA, he has been involved in all of the designs produced since 1997.

Marc A. Henkel

Mr. Henkel is the lead CAD designer for JW NAWA. Mr. Henkel has over 15 years of experience in the engineering field. He has design/drafting experience in water, wastewater, Biosolids drying, electrical generation and wind power. His experience in water facilities was for the cities of Brooklyn Park and Albert Lea. His wastewater experience comes from the design of facilities in the cities of Monticello and Empire Township, just to name a few.

In Biosolids drying he has developed facilities for the Metropolitan Council on Environmental Services (MCES) in Shakopee and Solid Waste Authority (SWA) in Palm Beach, Florida. His electrical generating experience comes from design/drafting while working at the Monticello Nuclear Generating Plant as well as projects for the cities of Rochester, Winona and Ottertail County. His wind farm experience comes from projects in Minnesota and Iowa.

Carla Cross, PE

Ms. Cross joined the engineering team at JW NAWA in June of 2001. She received her Bachelor of Science in Civil Engineering and a Master of Science in Civil/Environmental Engineering from the University of Iowa. Her training is in groundwater, environmental chemistry, engineered systems, biological treatment processes, hazardous waste treatment and environmental engineering design. Her master's thesis was on the treatment capabilities of subsurface flow constructed wetlands utilizing Forced

Bed Aeration™ to treat landfill leachate. This research was a cooperative venture between JW NAWE, the Jones County Iowa landfill commission and the University of Iowa. She also has a Bachelor of Arts degree in Political Science and English from Iowa State University.

Ms. Cross is responsible for the planning and design of wastewater treatment systems. She is also involved in construction observation and site investigations. Previously, she was employed at the Cedar Rapids Water Department as an Engineering Intern, a CAD draftsman for William Peterson Architects and as a staff reporter for the Iowa State Daily.

Tara Dougherty, EI

Ms. Dougherty has a Bachelors of Science in Civil Engineering with a concentration in Environmental Engineering from The Pennsylvania State University. During her time at Penn State she interned at HRG Environmental Engineering, where she analyzed and maintained a nano-filtration water treatment pilot system and designed components for a wastewater reuse project. Her senior thesis involved an ecological and economic audit of Penn State's Civil and Environmental Engineering Building, which included cost-effective retrofit recommendations.

Since graduating in 2002 she has conducted a site-specific feasibility study on organic aquaculture for the Camphill Kimberton farm community in southeastern Pennsylvania. In addition, Ms. Dougherty has completed a year of volunteer work at Young People Who Care, a social service organization in rural Pennsylvania. Coincidentally, three years prior to this service, she had collected data and compiled total daily maximum load reports on acid mine drainage affected streams for the Pennsylvania Department of Environmental Protection in this same area.

Shane Sparks, G.I.T.

Mr. Sparks is a geologist performing soils and hydro geological investigations, wellhead siting and protection, construction observation, wastewater operations and field services for JW NAWE. He has a double major in Geology and Geophysics from the University of Minnesota in 2002. He worked for American Engineering Testing performing soils engineering and testing as an engineering technician from September 2001-August 2003.

JW NAWE conducts geophysical investigations of all wastewater dispersal systems to insure that the long term viability of the wastewater system is assured. Monitoring well location, installation and documentation is required for MPCA permitted projects. Phosphorus and Nitrogen dispersion modeling is required for most projects. Mr. Sparks performs these studies.

In the JW NAWE water program, Mr. Sparks is responsible for drinking water well siting, protection and wellhead protection plans. He is proficient on well sampling and report preparation.

Mr. Sparks has considerable computer capability in GIS and ArcView. He is currently certified as a Professional Geologist in training and also a certified soil tester in the state of Minnesota.

Construction Observation Group

Jeff Row, EI

Mr. Row received a Bachelors of Science in Civil Engineering with an emphasis in Environmental Engineering from the University of Minnesota in December 2002. He joined the construction observation

team at JW NAWE in March of 2005. Mr. Row is responsible for construction quality assurance on JW NAWE projects. He is the Resident Project Representative for the construction of a new wastewater collection, treatment and disposal system for the City of Prinsburg. The city of Prinsburg project was funded by USDA Rural Development and was designated the Earth Day project for 2004.

Prior to joining the JW NAWE team, Mr. Row worked with Howard R. Green Company as a Staff Engineer with the municipal department. His work included construction inspection and street and utility design. Mr. Row is Mn/DOT certified for erosion and sediment control, aggregate production, grading and base level I, concrete field level I and bituminous street level II.

Jacques Whitford EcoCheck Operations Group

Ryan C. Brandt

Mr. Brandt has over 8 years of wastewater experience, focusing on project management, soils investigations, wastewater operations and design, GPS mapping and construction management. Mr. Brandt is an alumnus of the University of Wisconsin – River Falls where he graduated in 1995 with Senior Academic Honors majoring in Biology and Chemistry. Prior to joining JW EcoCheck in 1997, he was employed as a biologist and project manager for HDR Engineering.

Mr. Brandt is a Class C licensed wastewater treatment plant operator and serves as JW EcoCheck's lead operator of wastewater systems. His responsibilities associated with operations include routine water quality monitoring and maintenance, troubleshooting, coordination with analytical laboratories and monthly reporting to state regulatory agencies such as the Minnesota Pollution Control Agency. Mr. Brandt also served as project manager for JW NAWE's wastewater operation projects. These projects include JW NAWE designed wastewater systems serving the Forest Lake School District, Anoka Hennepin School District, City of Palisade, Lake Allie Environmental Subordinate Service District, Eagle View Commons, Jackson Meadows, Fields of St. Croix, Super-America stores, Savanna Meadows, Eichten Cheese Plant and other wastewater facilities. Mr. Brandt has previously served as an operator at the City of Austin, MN Wastewater Treatment Facility. During this time, he was involved in sludge dewatering and solids management, pilot plant testing, water quality monitoring and selection of sludge land application sites.

Mr. Brandt is also responsible for wetland delineations, permitting and planning for residential developments, design of wetland replacement projects and mitigation banking sites and restoration designs of native prairie and wetlands. He also holds certification in the State of Wisconsin as a Certified Soil Tester (CST) for wastewater projects. Mr. Brandt owns and operates Prairie Bay Farms, a native prairie and wetland plant nursery that specializes in growing native plant stock for JW NAWE projects.

Mike Thompson

Mr. Thompson provides wastewater operations, grant administration, financial planning and city administration services for JW EcoCheck. Prior to joining JW EcoCheck, he was employed as a grant writer/administrator with Lakes and Pines Community Action Council in Mora, Minnesota. He successfully wrote grants for JW NAWE wastewater projects in the Cities of Palisade and Tamarack, Minnesota. He previously served as a City Administrator for the Cities of Braham and Rush City, Minnesota. For thirteen years, he was also a heavy equipment operator/pit foreman for the M.A. Hanna Mining Company on Minnesota's Iron Range.

Steve Kokesh

Mr. Kokesh provides routine operational maintenance and monitoring of wastewater and water systems. Steve also assists in soils investigations, mapping sites, wetland delineations, wetland and prairie

restoration and surveying. Steve has a Bachelor of Science degree in conservation with a minor in hydrogeology from the University of Wisconsin-River Falls. Steve has seven years of wastewater treatment operations experience and was previously employed by US Filter Recovery Services as the wastewater ion exchange supervisor.

Business Management Team

Judy Lissick

Ms. Lissick is the Area Manager JW NAWE. She has over 20 years experience in the financial services industry. She is a seasoned executive with broad experience as a general manager and in customer service, operations, strategic planning, marketing and sales.

Ms. Lissick earned a condensed Masters degree from Tuck of Dartmouth in 1998. She earned her Bachelor of Science degree in Business Administration with a minor in Marketing from Winona State University in Minnesota.

Ms. Lissick has a passion for youth and the environment. In addition to spending time with her two sons and her husband, she has served on the executive committee of the Board for the Boys and Girls Clubs of the Twin Cities for the past 10 years. She is currently the Board President.

Tom Birkeland

Mr. Birkeland is the Director of Marketing for JW NAWA. He has over 10 years of international marketing experience in the areas of product marketing, marketing communications, client management and direct sales. He has worked in the high-tech industry in Silicon Valley and for companies in Italy and England. He is responsible for both strategic and operational marketing activities within JW NAWA.

Mr. Birkeland earned a Bachelor of Arts degree in English from the University of Wisconsin and a Masters of Arts degree in Literature from the University of Warwick in Coventry England. He is an avid windsurfer and sailor and is active in lake conservation efforts.

Karen Asencio

Ms. Asencio is the Office Manager for JW NAWA. She is responsible for answering phones, project filing, invoicing, accounts payable and accounts receivable. She is a 20-year veteran of the U.S. Air Force.

Julie Shogren

Ms. Shogren is the Office Manager for JW NAWA. She provides office support for the entire team to help maintain a well-run office. She has 20 years of office experience.