

The NILE

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This is a seasonal publication of **KHAFRA** - an engineering, environmental, architectural, and GIS applications consulting firm.

KHAFRA Celebrates 20 Years !!

On March 8, 2007, the Atlanta office celebrated the 20th Anniversary of the firm at the Georgia Aquarium. 250 clients, vendors, employees and friends of the firm gathered at 5:30 pm for a tour of the aquarium and a formal program to celebrate the sustainability of the firm since 1986. During the program proclamations were presented to the firm's principals by the Mayor of Atlanta, City Council of Atlanta, and the Fulton County Board of Commissioners. In addition, the firm's longstanding clients Golder Associates and Montgomery Watson Harza (MWH) also presented awards honoring the firm's 20 year standing in the community and business relationship with them. This event; however, was about the clients who have sustained KHAFRA with projects and fees for the past 20 years. To honor the most longstanding and sustaining clients, the firm presented 17 Sustained Ability Awards to the following clients:

DeKalb County Water & Sewer Department
Golder Associates
City of Atlanta Department of Watershed Management
Fulton County Department of Public Works
Jordan Jones & Goulding, Inc.
Veolia Water North America Operating Services
Hazen & Sawyer
Camp Dresser & McKee
Kidd Plosser Sprague & Associates
Turner Associates, Inc.
Stevens & Wilkinson
United States Environmental Protection Agency Region IV
CH2M Hill
Black & Veatch
Brown & Caldwell
MWH Global



These awardees were recognized for their long-standing commitment to doing business with KHAFRA on various projects throughout the US and abroad in architecture, engineering, environmental and facilities management. Finally a special presentation was made honoring the legacy of Dr. Martin Luther King, Jr. The firm's joint venture with MWH presented a monetary gift to the City of Atlanta to be used to pay for the construction of the museum to house the newly purchased King Papers.

The celebration of the 20th Anniversary will continue with functions in Birmingham and Louisville. Look for more information on these events in subsequent news letters.

Greetings from Val...

I just thought I would give you some reflections on the big successes of 2006 and give you some updates on great things that have happened in 2007.

For 2006, it was great to be reselected for the operations and maintenance (O&M) of the North Area Water Treatment Plant. The 50/50 Joint Venture of Veolia and KHAFRA has operated this plant since 1991. We were reselected to perform operations services by the Atlanta Fulton Water Resources Commission for another 10 years.

Another O&M project procured was the Messerly Wastewater Treatment Plant (WWTP) in Augusta, GA. This is the first WWTP we have operated since our work 5 years ago for the CDC. Congratulations are in order to Waymon Jones who procured this project without an RFP thru his relationship building with Tony Johnson at CH2M-Hill/OMI. In addition, Waymon has expanded the work in Augusta beyond O&M services to construction management and economic analysis since we now have an economist on board assisting in the bond work for the Utility Department and we are performing construction observation services for the Utility Department.

One final O&M type project was obtained as a contract modification to the Atlanta Automated Meter Reading (AMR) contract. The Atlanta office was successful in being selected with our Joint Venture partner VSI to provide and install 157,000 new water meters and automated radio devices. This technology will allow for the meters to be read remotely after the installation is completed over the next 3 years. While this technology is being installed, KHAFRA is providing the manpower (O&M services) to read the meters manually. This contract allowed the firm to grow by an additional 31 staff members and to officially kickoff the start of the newly formed KHAFRA Operations, LLC. Finally, we were selected for the Big Creek WWTP for Fulton County, GA. This expansion and rehabilitation of the Big Creek

WWTP will include the latest in membrane technology for high end tertiary treatment of the sanitary sewerage. The project will encompass all disciplines within the firm including architectural, structural, mechanical, electrical and process engineering. In addition, this project will challenge and grow the entire firm into 3D design or BIM technology. Congratulations to Charles Winkler who was the client relationship manager for this procurement opportunity.

As we start 2007, several highlights are noteworthy. KHAFRA will finally get under contract and proceed on the \$12.8 million dollar Health Science Building for Atlanta Area Technical College. KHAFRA will be performing civil, mechanical and electrical engineering services for the architectural firm of Stanley Love Stanley. Waymon Jones and Charles Winkler were the client relationship managers for this procurement. In addition, the Birmingham office has recently been selected in Joint Venture to perform the design for a \$26 million dollar high school. This is a green field project, i.e. a totally new school to be designed and adapted to a new site, which will also require the services of our architectural, structural, civil, mechanical and electrical disciplines. Congratulations to Charles Raine who was the client relationship manager for this procurement. Finally, KHAFRA was selected to perform mechanical and electrical engineering design services on the new Louisville Basketball Arena. The HOK team was selected to perform the design for this \$200 million facility for the City of Louisville, KY such that Louisville could attract an NBA franchise. Elias Zewde is the client relationship manager for the Louisville Arena.

Congratulations on the work done by all in these business successes and for the professional growth opportunities that these projects provide to all KHAFRA employees.

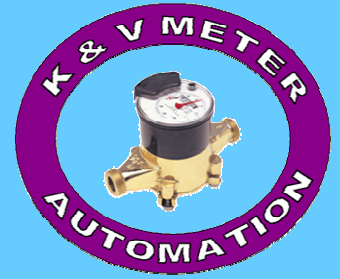
Georgia Association of Water Professionals Presentation



Uche Chioke, P.G. of KHAFRA Engineering Consultants and Patrick Woodall of City of Atlanta, made a presentation at the GAWP (Georgia Association of Water Professional) Annual Conference & Expo held July 15-18 at the Savannah International Convention Center in Savannah, GA. The presentation topic was on the Challenges and Strategies in Managing City of Atlanta Flow Data and Monitoring. The presentation was part of a working paper prepared for future release by the following persons, Uche Chioke, P.G., KHAFRA Kai Iaukea, P.E. MWH, Patrick Woodall and Alberto Bechara, P.E. of City of Atlanta.

KHAFRA Selected As Contractor for Meters

K&V Meter Automation (K&V), a joint venture between KHAFRA Engineering Consultants, Inc. (KHAFRA) and VSI Meter Services, Inc. (VSI), announced that it has been selected as the prime contractor for the City of Atlanta's metering automation project. The project consists of the automation of approximately 150,000 water meters in the City's service area with Neptune's ARB® Utility Management Systems™. As prime contractor, K&V will be responsible for the timely and complete execution of the project and will provide all installation and project management services.



This project includes Neptune meters equipped with ProRead absolute encoder registers and R900® radio frequency (RF) meter interface units (MIUs) for pit applications. Both the ProRead register and the R900 RF MIU provide a solid foundation for improved efficiency and guaranteed meter reading system accuracy. The City will utilize Neptune's GIS-compatible mobile data collectors for monthly meter reading, the CE-based handheld readers and RF receivers for on-site data collection, and the EZNet targeted fixed network meter reading system to obtain meter readings from their larger customers on a more frequent basis (multiple reads per day).

"The City of Atlanta is excited about the selection of K&V Meter Automation and Neptune Technology Group for our automated meter reading project. With the implementation of this project, the City of Atlanta will achieve greater customer satisfaction and a higher level of service to our water customers," stated Sylvia Glover, Project Manager, City of Atlanta.

"The City of Atlanta is taking a proactive approach to managing its water resources, enhancing service to the consumer and implementing cost-saving technologies and Neptune is proud to have been chosen by the City to assist with these initiatives", said Chuck DiLaura, President of Neptune Technology Group. "Atlanta's decision to move forward with Neptune's technology adds further validation that our products are addressing the key needs of progress-minded utilities."

"This is a very important endeavor for the City of Atlanta and its citizens. It represents the importance the City places on managing and conserving their water resources and improving overall customer satisfaction", said David McGinley, Vice President of VSI Meter Services. "We are proud to be entrusted with the execution of this program"

"KHAFRA is very pleased to be a part of the customer satisfaction program for the Atlanta Watershed Department. It is very important to our growth that we help our clients achieve both their technical engineering and business goals", said Valentino Bates, President of KHAFRA Engineering Consultants, Inc.

About the Companies:

The City of Atlanta provides safe drinking water and fire services to one million people daily. With its commitment to the professional stewardship of Atlanta's drinking water and excellent customer satisfaction, Atlanta's mission is to be THE leader of the water resources industry – serving its customers, protecting its watersheds, and improving the environment.

VSI Meter Services, Inc. specializes in meter reading, meter installation, AMR deployment projects, and related services. VSI is one of the largest metering services firms in the world, servicing utilities (water, electric and gas), AMR solution providers, and municipalities. VSI's knowledge base, gained from installing over four million meters, is unsurpassed in the industry. VSI is a wholly owned subsidiary of Asplundh Tree Expert Company and is headquartered in Aston, Pennsylvania. For additional information, visit the company website at www.vsimeterservices.com.

KHAFRA is an award-winning professional engineering and architectural design services firm, which has been providing comprehensive engineering and environmental consulting services since 1986. Since that time, the firm has grown into a regional powerhouse of engineers and architects with a staff of over 130 experienced, dedicated professionals. For additional information, visit the company website at www.khafra.com.

Neptune Technology Group Inc., a pioneer in the development of Automatic Meter Reading (AMR) technology for nearly 40 years, is a leading provider of data collection systems under contract to read more than 46 million meters per month. Since 1892 Neptune has continually focused on the evolving needs of utilities – revenue optimization, operational efficiencies, and improved customer service. Neptune continues to broaden its focus beyond automatic meter reading and metering to include service orders and meter asset management and to extend this capability to electric and gas utilities. In 2003, Neptune acquired DB Microware, a developer of utility automation software for meter reading, service order management, and route optimization. Neptune provides utility automation software touching over 58 million connected customers throughout North America. For additional information, visit the company website at www.neptunetg.com.

KHAFRA Reaches for New Heights...

In order to help KHAFRA achieve its goals for the future, the Strategic Planning Committee formed smaller individual committees to concentrate on specific goals within the organization. A description of each sub-committee and the chair person are listed below. If you are interested in joining, please contact the chairperson listed.

I. Revenue Generation Committee: Chair- Val Bates.

At the recent September 2006 strategic planning meeting, KHAFRA set out a bold initiative to achieve \$ 50 million in revenue and 15 percent profitability by 2015. The purpose of the Revenue Generation Committee is to look at the marketplace and develop strategies for targeting various sectors of the market and develop existing and new clients and client offerings. By virtue of prospective client and client offerings we develop we will develop the talent base (staff mix) of the firm.

Currently the committee has developed the target billing goals and staffing goals for the next five years. In addition, the committee has broken down the first year billing goal into segments based upon the departments and set individual goals for the departments. Currently the committee is developing a tracking mechanism to track the dollar value of work achieved this year. In addition, the committee is tasked with setting goals and agendas for targeting clients and business development.

II. Acquisition Committee: Chair- Brandon Hewitt

This committee looks at strategic acquisitions of firms in order to increase both the geographic area and technical strength of KHAFRA, in accordance with the strategic plan.

III. Employer of Choice/Employee Satisfaction: Chair- Robert Mitchell

This committee is responsible for turning KHAFRA into an "Employer of Choice". The committee has benchmarked what other companies that have been labeled as "Employers of Choice" do day in and day out, year to year. What we found is that it is not just the tangible items that make these companies great, but more importantly the intangible things. Companies that are "Employers of Choice" have a corporate culture that fosters communication throughout the entire organization and places their employees as their most valuable asset. To that end, these companies offer outstanding benefit packages, above average compensation, work/life balance and training opportunities to their entire employee base. The mantra for the Employer of Choice committee is: **We are not a conventional company, nor do we intend to become one.**

IV. Seats on the Bus Committee: Chairs- Bobby Moss & Kevin Leung

In an effort to streamline KHAFRA's organizational structure, a committee comprised of various employees within KHAFRA has been formed. This committee is named the "Seats On The Bus" group. Our name stems from the book "Good to Great" in which the author discusses how employees should be slotted in positions that maximize their potential and talent, or more pointedly, put them in the right seat on the bus. Our goal is to

educate ourselves on organizational structure in A/E/C firms and find out what works, what doesn't work, why, and what would work the best for KHAFRA.

To date, the group has analyzed our current structure and have worked to identify some problem areas in that structure that need fixing.

Ultimately, we will produce recommendations to the Board of Directors on how KHAFRA can organize itself most effectively to serve its clients and concurrently serve our most important assets: our employees and their professional growth.

V. Employee Empowerment: Chair- Bobby Moss

The Empowerment Committee was formed to foster an environment in which each person's knowledge, experience, and internal motivation are put to use to accomplish meaningful tasks, where employees work as team members and are accountable for producing results that benefit the company in both tangible and intangible ways. In this environment, employees gain a sense of ownership, excitement, and pride in their work while managers become team leaders who facilitate the involvement of team members. By unleashing the power within our people, KHAFRA will be poised to achieve astonishing results for our clients and ourselves.

VI. Transparency Committee: Chair- Brandon Hewitt

This committee looks at the policies and procedures of KHAFRA and makes sure that they are available for all members of KHAFRA. The committee is also charged with insuring that the information required to know what is going on in the organization is available to the KHAFRA staff.

VII. Client Satisfaction Committee: Chair- Uche Chioke

The purpose of the Client Satisfaction Committee is to evaluate KHAFRA's current relationships with existing clients, develop ways of building better relationships with them and also develop a road map of building relationships with new clients. The committee will develop ways for KHAFRA to measure client satisfaction quantitatively and qualitatively in project management processes at all levels. This will require additional efforts from employees, but the rewards are inspiring with the knowledge that the services we provide are valued by our clients.

VIII. Marketing Database Committee: Chair- Tanya Rolle

The Marketing Database committee is tasked with gathering, organizing and maintaining all pertinent marketing information such as project details, resumes, past proposals, photographs, and other collateral documents. The purpose is to maintain historical data, and provide a 'library' of resources available to all employees about the services the firm provides and the talent that resides among us.

HR Matters... Things you need to know

Flexible Spending Account - ProcessWorks

KHAFRA offers a Section 125 Cafeteria plan, which allows contributions to Medical and Child Care Flexible Spending Accounts to be paid with pre-tax dollars, lowering your taxable income and therefore your federal taxes. You can elect up to \$3,000 to pay for out-of-pocket medical expenses, including dental, vision, over the counter medications, prescription drug expenses, and \$5,000 for dependent child care expenses.

Employee Assistance Program - UNUM

The EAP Program has trained professionals to work with you and your family members with personal and workplace issues. EAP staff members are available 24 hours, 7 days a week, everyday of the year. 1.800.854.1446

Supplemental Products - UNUM

Accident Insurance - lump sum benefits that can cover a wide variety of accident related expenses and can protect spouses & children as well. Coverage can be purchased for as little as \$6.60 bi-weekly for single coverage up to \$16.26 bi-weekly for a two parent family plan.

Welcome New Employees!

Charles Baker
Francois Darki
Michael Edd
Candis Johnson
Alfred Hugh Leonard

Happy Birthday!

Seble Abebe
Valentino Bates
Frank Bockman
Uche Chioke
Sharon Eley
TraMaine Gay
Jarvis Gibson
Henry Guo
Wayne Hammond
Larry Harper
Chenelle Marshall
Sandra Mason
Phyllis McMillan

Victoria Ogneru
Chene' Robinson
Joseph Scott, III
LaQuitta Widener
Thomas Willis
Teresa Woods-Streeter

Happy Anniversary!

Valentino Bates
Kathleen Stempel
Seble Abebe
Allyson Jones
Dean Mitchell
Germaine Stevenson
Frank Bockman
Meskerem Eshetu
Gregory Frame
Janice Glackmeyer
Larry Harper
Brandon Hewitt

Brandon LaFleur
Chenelle Marshall

KHAFRA thanks you for all your dedication and loyalty!

Thank you to all those who contributed written material!

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Congratulations!

Benny Riggins on the birth of his daughter, Alicia.