

**NOTICE TO ALL RESPONDENTS**

**ADDENDUM NO. 1**

**TO THE REQUEST FOR QUALIFICATIONS FOR  
AS-NEEDED PROFESSIONAL SERVICES**

**September 3, 2025**

The following Addendum dated September 5, 2025 shall be made a part of the Request for Qualifications (RFQ) dated September 3, 2025 for AS-Needed Professional Services.

**GENERAL**

1. The Pre-Submittal Conference Summary dated Wednesday September 3, 2025 and associated sign-in sheets are attached to this Addendum No. 1.

**CHANGES TO DOCUMENTS**

1. The requirement for four (4) additional references listed in Section V, 3. D. is being deleted by TAA.
2. Selection Committee to select Respondents are set forth in the following table.

<b>Selection Criteria</b>	<b>Relative Weight of Selection Criteria (Total = 100 points)</b>
(A) Firm Qualifications and Experience	40
(B) Availability and Commitment of Key Personnel to be Assigned to TAA As-Needed Services	40
(C) Experience of Key Personnel to be Assigned to TAA As-Needed Services	20



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## **RESPONSES TO QUESTIONS**

Question: What is the anticipated timeline for issuing the first Work Authorizations after Master Agreements are executed, and how will firms be selected for specific tasks (e.g., rotation, best fit, or competitive mini-bids)?

**Answer: No anticipated timeline, just as projects come up. Firms will be selected for specific tasks based on rotation and best fit. It is our goal to fairly spread the work across the selected firms in each category.**

Question: How will addenda be distributed if issued after the pre-submission conference, and how can firms validate that they are on the RFQ Holders List?

**Answer: All addenda will be issued by email. To confirm you are on the RFQ Holders List, please email Mattison Garry [mgarry@flytucson.com](mailto:mgarry@flytucson.com).**

Question: If a question arises during SOQ preparation after the pre-submission conference, is there a deadline for submitting written questions to Debbie Cruz?

**Answer: Last day for questions is Tuesday, September 16, 2025, at 2 p.m. Please send all questions to Corrie Bussey [cbussey@flytucson.com](mailto:cbussey@flytucson.com).**

Question: For Cost Estimating, what level of detail is expected (e.g., conceptual, detailed, or probabilistic), and will Work Authorizations typically require integration with construction management software?

**Answer: The range of work can vary, depending on the specific project needs. Project timelines and milestones can be necessary depending on the specific project needs.**

Question: The SOQ must include a one-page cover letter plus up to 20 pages for the first category and 5 pages per additional category. Please confirm front/back covers, table of contents, and tabs/dividers do not count towards the page limits.

**Answer: Anything that has writing or photo count as a page.**

Question: For Firm Qualifications and Experience (Section V.3.A), respondents must provide three references per type of as-needed service. Please confirm that you want 3 references per professional service category e.g. Construction Management, Cost Estimating.

**Answer: Three (3) references per discipline.**

Question: Client References (Section V.3.D) require at least four present or former clients (other than TAA) from the past five years, specific to key team members. Can these overlap with the references in Section V.3.A, or must they be separate?

**Answer: Requirement for four (4) additional references listed in Section V,3,D is being deleted by TAA.**

Question: Availability and Commitment of Qualified Staff (Section V.3.C) is weighted at 20 points. Should respondents include workload charts, utilization rates, or other metrics to demonstrate this?

**Answer: This will be weighted at 40 points. Please refer to the updated table below. Yes, include workload charts, utilization rates, or other metrics as you see fit.**

Question: Each additional professional services category of interest must be limited to 5 pages. Will all information required in Section V.3 (i.e., Firm Qualifications & Experience, Experience of Key Personnel, Availability and Commitment of Qualified Staff, Client References) need to be addressed within the 5 pages for the additional service category?

**Answer: Key personnel qualifications, experience, availability and commitment of qualified staff pertaining to each specific service category.**

Question: Can you please provide a sense of the types of Construction Management tasks, activities, roles, and/or deliverables that will be primarily sought via this list?

**Answer: The types of projects can vary, including construction (rehabilitation, reconstruction, etc.), major maintenance, horizontal and/or vertical as well as potential state or federal reimbursement.**

Question: Can you please provide information about the types and scale of projects this list will be utilized for e.g., minor airfield repairs, terminal construction, utilities?

**Answer: See response to question #10.**

Question: In the RFQ, Paragraph J on Page 3 of the contract (Page 17 of 49) states “J. Performance Warranty. Consultant warrants that the Services rendered will conform to the requirements of this Agreement and to the highest professional standards in the Consultant’s field.” This language exceeds the standard of care that professional liability insurance will typically cover. We’d like to ask if the language could be changed to “Consultant warrants that the Services rendered will conform to the requirements of this Agreement and shall be performed to that degree of skill and care ordinarily used by other reputable members of Consultant’s profession, practicing in the same or similar locality and under similar circumstances.”

**Answer: Please make note of this in your SOQ. The chosen firm(s) will have the opportunity to discuss this request during contract negotiations.**

Question: For the reference information requested in Section A, Firm Qualifications and Experience, please clarify that TAA would like three (3) TOTAL distinct references that can speak on the SUM of qualifications and experience provided by the consultant. Are these intended to be in addition to or different from the references provided in Section D. Client References? Since, in most instances, consultants work with one, possibly two, individuals at a given airport over the course of an on-call, can we cite where a third reference is not possible for a given contract?

**Answer: We are looking for a minimum of 3 references per discipline. The Requirement for four (4) additional references listed in Section V,3,D is being deleted by TAA. Yes, please cite where a third reference is not possible in your SOQ. We will revise the selection criteria table to match the order on page 5.**

**Selection Committee to select Respondents are set forth in the following table.**

Selection Criteria	Relative Weight of Selection Criteria (Total = 100 points)
(A) Firm Qualifications and Experience	40
(B) Availability and Commitment of Key Personnel to be Assigned to TAA As-Needed Services	40
(C) Experience of Key Personnel to be Assigned to TAA As-Needed Services	20

Question: Do you anticipate that any of the task orders issued under this contract will include a public or agency engagement specification or will this function be undertaken through another TAA communications contract?

**Answer: No public or agency engagement services will be solicited as part of this solicitation.**

Question: Can one consultant be selected for more than one category?

**Answer: Yes.**

Question: Can a consultant be a sub to one team in one category and a prime for another category?

**Answer: Yes.**

Question: Can we please verify the addresses for hand-delivery and for UPS/FedEx delivery?

**Answer: SOQs can be hand-delivered or mailed by UPS/FedEx to the following address.**

**Tucson International Airport, Third Level  
7250 S. Tucson Blvd. Suite 300  
Tucson, AZ 85756**

Question: Would it be possible to consider adjusting the timeline for final questions and the last addendum? Given the special requirement regarding who must sign the proposal, it might be helpful for all proposers if final questions were due by September 15 and the final addendum could be issued by September 16? An earlier schedule could help ensure everyone has adequate time to respond appropriately.

**Answer: No. The last day for questions is Tuesday, September 16, 2025 at 2 p.m.**

Question: Can you please confirm the engineering disciplines/subdisciplines that are included under the Civil Engineering Services? It was mentioned that electrical, drainage, and geotechnical are to also be included in addition to the site/utility development, Traffic Transportation Engineering and Airfield Engineering.

**Answer: The type of services being solicited are as stated. Within “Civil Engineering Services” includes possible electrical, drainage, geotechnical. Not all potential types of subconsultant services are listed.**

Question: Will structural engineering services be required as part of this RFQ or will this be part of another on-call?

**Answer: No. They will be part of an upcoming As-Needed RFQ.**

## **PRE-SUBMITTAL CONFERENCE SUMMARY**

**Project Name:** AS-Needed Professional Services

**Date:** Wednesday, September 3, 2025

**Time:** 9:00 a.m.

**Location:** Catalina Room

**Funding:** TAA

**Procurement Officer:** Corrie Bussey

**Project Principal:** Mike Williams

### **SIGN IN AND INTRODUCTIONS**

1. See attached Sign-in Sheet for attendees.
2. Corrie Bussey welcomed all attendees and made brief introductions. She indicated that the minutes of the pre-submittal conference will be distributed to all meeting attendees and RFQ holders of record. Further addenda, if any, will be distributed to pre-submittal meeting attendees and firms on the RFQ Holders List.

### **GENERAL INFORMATION**

1. TAA intends to award this contract October 2025 and will have a 3 year initial duration.
2. The Professional Services included in this procurement will be funded by TAA funds only. As-needed services will not be funded by FAA AIP or ADOT Aeronautics grants.
3. The Professional Services included in this Request for Qualifications are for development of both non-aeronautical land holdings and traditional airport projects at TIA and Ryan Airfield. The categories of Professional Services are: Civil Engineering Services (including site/utility development, Traffic Transportation Engineering, and Airfield Engineering), Cost Estimating, and Construction Management Services.
4. TAA shall not be held responsible for any oral instructions. Any changes to this RFQ will be in the form of an addendum, which will be furnished to all registered RFQ holders and pre-submittal meeting attendees.
5. This RFQ does not obligate TAA to award the contract to any firm nor to pay any cost incurred in the proposal process or in the preparation of Statements of Qualifications (SOQs) submitted

in response to this RFQ. TAA reserves the right to reject any and all SOQs or to accept any firm which is deemed to be advantageous to the public and TAA.

6. The SOQ and other requested information must be completed, in its entirety, to the best of Respondents' ability and the Respondent must represent and warrant that all information contained therein is true and correct to the best of Respondent's knowledge.

7. No representative or agent of the Respondent may contact any member of the staff or Selection Committee, any member or director of TAA or any other agent or consultant of TAA, either directly or indirectly. Questions related to the RFQ or SOQ process may be directed in writing to Corrie Bussey by email at [cbussey@flytucson.com](mailto:cbussey@flytucson.com). Any communication, or attempted communication, with any person other than Corrie Bussey shall, in the sole discretion of TAA, be grounds for disqualification of the firm.

8. All information received by TAA in response to this RFQ or contained in the SOQs shall be confidential. The SOQs shall be open to public inspection after the contract is awarded and executed by TAA. To the extent the firm designates, and TAA concurs, trade secrets and other proprietary data contained in the firm's SOQ will be kept confidential.

9. TAA will issue the minutes of the pre-submittal conference and written responses to any questions received to all RFQ holders no later than Friday, September 5, 2025. Any questions that the Respondents may have about the RFQ or the project should be emailed to Corrie Bussey at [cbussey@flytucson.com](mailto:cbussey@flytucson.com) no later than 2:00 p.m. on Tuesday, September 16, 2025. TAA will issue a final addendum, if necessary, on Thursday September 18, 2025.

## **DISADVANTAGED BUSINESS ENTERPRISE**

10. DBE. It is the policy of TAA to ensure that Disadvantaged Business Enterprise firms (DBEs) have a fair and equal opportunity to participate in TAA's contracts. Specifically, it is the goal of TAA to ensure that, to the extent reasonably possible and consistent with other legal requirements that: (a) DBEs are not discriminated against in the award and administration of TAA's contracts; (b) a level playing field is created on which DBEs can compete fairly for TAA's contracts; and (c) any barriers to the participation of DBEs in TAA's contracts are removed. A copy of this policy is available upon request. Although DBE participation in this contract is not required, TAA strongly encourages Respondents to voluntarily seek out and consider subconsultant opportunities with certified DBEs, so they have a fair and equal opportunity to participate in TAA's contracts. **As a matter of responsiveness, firms must complete and submit the provided Statement of Proposed DBE Utilization" form provided with its submittal, even if no DBE participation is expected.** TAA recognizes current DBE certifications by the ADOT, City of Phoenix, and City of Tucson. For information regarding DBE firms recognized by TAA, or if you

have any questions about TAA's DBE Program, please contact Bert Resimont, TAA DBE Liaison Officer, at 520-573-8100.

If DBEs will be used, Respondents are required to submit the following information: (1) the names and addresses of DBE firms that will participate in the contract; (2) a description of the work that each DBE firm will perform. As a condition of the agreement between the parties, the Contractor awarded the contract will be required to report DBE participation efforts listing (1) all certified DBE subcontractors who will be working on the Project, including work performed by Contractor's own forces if Contractor is a DBE and (2) the estimated amount of dollars that will be paid to any DBE subcontractors providing services. This information will be reported on a form provided by TAA. In addition, Contractor must provide written confirmation from each DBE of its participation in the Contractor's work. Contractor will be required to track all payments to DBE and non-DBE subcontractors working on a project via TAA's online diversity compliance application. At the completion of a Project, Contractor will be required to complete and submit a final certification of payments to DBE firms on a form to be provided by TAA.

## **PROPOSAL REQUIREMENTS**

1. Corrie Bussey reminded the firms to carefully review the SOQ requirements described in Section V on page 3.
2. Respondents should review the insurance requirements on page 2 of the RFQ to confirm that they can comply.
3. Reference information to include three (3) names with telephone numbers and email addresses for each category of as-needed services proposing for is required under Section V.3.A.1.d of the RFQ. Client references provided in the SOQs should not include TAA.
4. Failure on the part of a Respondent to provide any portion of the required documentation may be cause for rejection of the SOQ. In the event of any conflict between any of the SOQ documents, resolution thereof shall be at TAA's sole discretion.
5. Written SOQs will be received by TAA, until 2:00 p.m. local Tucson time on Tuesday, September 23, 2025 attention Corrie Bussey, Procurement Administrator, at the TAA Administration Offices, Tucson International Airport Terminal, Third Floor, 7250 South Tucson Blvd., Suite 300, Tucson, Arizona 85756. One (1) original and Five (5) copies of the SOQ are required to be addressed and delivered to TAA on or before the day and hour set for receipt. An SOQ may be withdrawn by written request any time before the scheduled time and date for receipt. Any SOQ submitted after the designated date and time will not be accepted or

considered. Make sure the Project Name is clearly indicated on the outside of the box/envelope. SOQs submitted after that time may not be accepted.

6. SOQs may be withdrawn either personally or by written request any time before the scheduled date and time of receipt.

## **SELECTION PROCESS**

1. TAA is conducting a selection process in accordance with the requirements of Title 34 A.R.S. to select firms to provide Professional Services for the project listed in the RFQ.

2. SOQs from interested firms will be evaluated by an in-house Selection Committee, which will rank the SOQs based on qualifications only. It is the intent of the Authority to select up to three (3) candidates covering the Cost Estimating and Construction Management Services categories and up to five (5) candidates for the Civil Engineering category.

3. The Selection Committee will prepare a final ranking of firms in each Professional Services category.

## **SCOPE OF WORK**

Victor Palma provided scope of work briefing.

Individual Work Authorizations for professional services may range from small tasks of a few hours, such as developing a cost estimate or a simple exhibit, to small and medium design projects requiring plans, specifications, bidding, and construction administration. Civil projects may include but are not limited to; land surveys, geotechnical analysis, drainage analysis/infrastructure and engineering related airfield electrical components. The maximum value for any single Work Authorization shall be limited to \$500,000.00 and the maximum annual (TAA fiscal year October 1 through September 30) contract value awarded to a single firm under the Master Agreement shall be \$500,000.00.

## **DISCUSSION:**

The floor was opened to questions and answers and discussion followed.

Attendees were reminded that the last day for questions is September 16, 2025, and the SOQ due date and time is Tuesday September 23, 2025 by 2:00 p.m.

The conference adjourned at 9:23 a.m.

The above is intended to be a summary of the proceedings as recalled by Corrie Bussey. The proceedings were recorded and is on file in the TAA's Procurement Department.

Q1:

A:

Tucson Airport Authority  
7250 S. Tucson Blvd, Ste. 300  
Tucson, AZ 85756  
(520) 573-8100

## ATTENDANCE SIGN IN SHEET

### AS-NEEDED PROFESSIONAL SERVICES - 2025 Pre-Submittal Conference



Date: <b>September 3, 2025</b>	Time: <b>9:00 AM</b>	Location: <b>Catalina Room</b>	DBE STATUS	
NAME	ORGANIZATION	PHONE	EMAIL ADDRESS	YES/NO
Corrie Bussey	TAA	520-573-4821	<a href="mailto:cbussey@flytucson.com">cbussey@flytucson.com</a>	NO
Mattison Garry	TAA	520-573-4807	<a href="mailto:mgarry@flytucson.com">mgarry@flytucson.com</a>	NO
Sara Perry	TAA	520-573-4777	<a href="mailto:sperry@flytucson.com">sperry@flytucson.com</a>	NO
Kathy Myers	TAA	520-573-4823	<a href="mailto:kmyers@flytucson.com">kmyers@flytucson.com</a>	NO
Victor Palma	TAA	520-573-4853	<a href="mailto:vpalma@flytucson.com">vpalma@flytucson.com</a>	NO
Bert Resimont	TAA	520-573-4892	<a href="mailto:bresimont@flytucson.com">bresimont@flytucson.com</a>	NO
Dexter De Vera	TAA	520-573-8202	<a href="mailto:ddevera@flytucson.com">ddevera@flytucson.com</a>	NO
Mike Williams	TAA	520-573-4813	<a href="mailto:mnwilliams@flytucson.com">mnwilliams@flytucson.com</a>	NO
Luis Quintero	TAA	520-573-8294	<a href="mailto:lquintero@flytucson.com">lquintero@flytucson.com</a>	NO
Keith Goodman	TAA	520-573-5181	<a href="mailto:kgoodman@flytucson.com">kgoodman@flytucson.com</a>	NO
Marian Baily	Hill International	480-399-7424	<a href="mailto:marianbaily@hillintl.com">marianbaily@hillintl.com</a>	
Sean Bogart	Gresham Smith	214-366-6516	<a href="mailto:sean.bogart@greshamsmith.com">sean.bogart@greshamsmith.com</a>	
Vanessa Martinez	PSOMAS	520-690-7822	<a href="mailto:vanessa.martinez@psomas.com">vanessa.martinez@psomas.com</a>	

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Date: <b>September 3, 2025</b>	Time: <b>9:00 AM</b>	Location: <b>Catalina Room</b>	DBE STATUS	
NAME	ORGANIZATION	PHONE	EMAIL ADDRESS	YES/NO
Richard Graham	C&S Companies	623-451-2432	<a href="mailto:rgraham@cscos.com">rgraham@cscos.com</a>	NO
Jim Cunningham	Dibble	520-904-2292	<a href="mailto:jim.cunningham@dibblecorp.com">jim.cunningham@dibblecorp.com</a>	
Bennett Sloan	Red Brick Consulting	602-316-0588	<a href="mailto:bsloan@rbcmail.com">bsloan@rbcmail.com</a>	
Joel Ericson	RS&H	480-408-2988	<a href="mailto:joel.ericson@rsandh.com">joel.ericson@rsandh.com</a>	
Brett Shank	RS&H	505-933-9830	<a href="mailto:brett.shank@rsandh.com">brett.shank@rsandh.com</a>	
Lorena de Rodriguez	Airtera	602-980-7341	<a href="mailto:lorena.derodriguez@airtera.com">lorena.derodriguez@airtera.com</a>	
David Sterling	C&S Companies	602-571-9314	<a href="mailto:dsperling@cscos.com">dsperling@cscos.com</a>	NO
Mike Wall	WSP	585-261-6634	<a href="mailto:michael.wall1@wsp.com">michael.wall1@wsp.com</a>	NO
Michelle Wood	PSOMAS	520-292-2300	<a href="mailto:michelle.wood@psomas.com">michelle.wood@psomas.com</a>	NO
Brandon Robinson	Kimley-Horn	692-906-1185	<a href="mailto:brandon.robinson@kimley-horn.com">brandon.robinson@kimley-horn.com</a>	NO
Rick Slankard	Red Brick Consulting	623-329-7910	<a href="mailto:rslankard@rbcmail.com">rslankard@rbcmail.com</a>	NO
Mike Smejkal	Stantec Consulting	520-419-3621	<a href="mailto:mike.smejkal@stantec.com">mike.smejkal@stantec.com</a>	NO
Ryan Toner	Dibble	520-591-0024	<a href="mailto:ryan.toner@dibblecorp.com">ryan.toner@dibblecorp.com</a>	NO

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Date: <b>September 3, 2025</b>	Time: <b>9:00 AM</b>	Location: <b>Catalina Room</b>	DBE STATUS	
NAME	ORGANIZATION	PHONE	EMAIL ADDRESS	YES/NO
Adam Edwards	M3 Engineering	520-308-3889	<a href="mailto:adam.edwards@m3eng.com">adam.edwards@m3eng.com</a>	NO
Kenny Harris	P.E.	623-308-0407	<a href="mailto:kharris@ardurra.com">kharris@ardurra.com</a>	
Jose Aguilar	Ardurra	520-271-6496	<a href="mailto:jaguilar@ardurra.com">jaguilar@ardurra.com</a>	
Duane Dana	Dibble	480-365-9056	<a href="mailto:duane.dana@dibblecorp.com">duane.dana@dibblecorp.com</a>	
Mick Mathieu	CivTech	520-405-9798	<a href="mailto:mmathieu@civtech.com">mmathieu@civtech.com</a>	
Stuart Brumpton	Buro Happold Engineering	310-945-4800	<a href="mailto:stuart.brumpton@burohappold.com">stuart.brumpton@burohappold.com</a>	
Cory Yates	Argusco	913-488-7830	<a href="mailto:Cory.Yates@Argusco.com">Cory.Yates@Argusco.com</a>	
Chintan Jhaveri	TRACE Consulting	602-680-8264	<a href="mailto:cjhaveri@traceconsulting.us">cjhaveri@traceconsulting.us</a>	
Emily Laughlin	Dibble	602.346.5744	<a href="mailto:emily.laughlin@dibblecorp.com">emily.laughlin@dibblecorp.com</a>	
Keith Ulinger	McKinc	925-813-5014	<a href="mailto:kulinger@mckinc.net">kulinger@mckinc.net</a>	
Nate Walnum	Kimley-Horn	602-906-1111	<a href="mailto:nate.walnum@kimley-horn.com">nate.walnum@kimley-horn.com</a>	
Brian Howard	CEI	602-908-0491	<a href="mailto:bhoward@cei-az.com">bhoward@cei-az.com</a>	
Amy Santilli	TRACE Consulting	480-321-5375	<a href="mailto:asantilli@traceconsulting.us">asantilli@traceconsulting.us</a>	
Lauren Burokas	BEC Environmental Inc.	480.622.0041	<a href="mailto:laurenb@becenvironmental.com">laurenb@becenvironmental.com</a>	
Mary Griffin	Hill Intl	215-309-7833	<a href="mailto:marygriffin@hillintl.com">marygriffin@hillintl.com</a>	
Josh Marks	Rider Levett Bucknall	520-442-9423	<a href="mailto:josh.marks@us.rlb.com">josh.marks@us.rlb.com</a>	
Danelle Szulczewski	Consultant Engineering Inc.	623.570.1027	<a href="mailto:dszulczewski@cei-az.com">dszulczewski@cei-az.com</a>	

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Date:	September 3, 2025	Time:	9:00 AM	Location:	Catalina Room	DBE STATUS
NAME		ORGANIZATION		PHONE	EMAIL ADDRESS	YES/NO
Jiankang Wang		CMG Drainage Engineering		520-239-6215	<a href="mailto:jwang@cmgdrainage.com">jwang@cmgdrainage.com</a>	
Donna Castle		Silent Falcon		858-774-3217	<a href="mailto:dcastle@silentfalconuas.com">dcastle@silentfalconuas.com</a>	
Fernanda Miranda		MCK Americas, Inc.		(562) 708-0188	<a href="mailto:mckbd@mckinc.net">mckbd@mckinc.net</a>	
Drew Seybold		Mead & Hunt		480-718-1916	<a href="mailto:drew.seybold@meadhunt.com">drew.seybold@meadhunt.com</a>	
Kira Delmarter		Kimley-Horn		602-678-3423	<a href="mailto:kira.delmarter@kimley-horn.com">kira.delmarter@kimley-horn.com</a>	
Nikki Leck		Ardurra		307-899-5963	<a href="mailto:nleck@ardurra.com">nleck@ardurra.com</a>	
Scott Van Gompel		Mead & Hunt		480-718-1896	<a href="mailto:scott.vangompel@meadhunt.com">scott.vangompel@meadhunt.com</a>	
Brenden Foley		Ardurra Group		602-803-5797	<a href="mailto:bfoley@ardurra.com">bfoley@ardurra.com</a>	
David McIntyre		McIntyre Environmental LLC		520-775-1490	<a href="mailto:david@mcintyre-environmental.com">david@mcintyre-environmental.com</a>	
Patrick Rearden		Global-5 Inc		407-267-6925	<a href="mailto:PatrickRearden@global-5.com">PatrickRearden@global-5.com</a>	
Robbie Thompson		Foster CM Group		(602) 922-5656	<a href="mailto:rthompson@fostercmgroup.com">rthompson@fostercmgroup.com</a>	
James Mitchell		Compass Project Scheduling		480-861-3065	<a href="mailto:james@cpssllc.com">james@cpssllc.com</a>	