

**PART 4
PROPOSALS DOCUMENTS**

PROPOSALS COVER PAGE

Name of Firm, Entity or Organization: Ceres Environmental Services, Inc.
Federal Employer Identification Number (FEIN): 41 - 1816075
State of Florida License Number (If Applicable): CGC1508764 (a copy of Ceres' FL Contractor's license is included in proposal Tab 2)
Name of Contact Person: Gail Hanscom
Title: Contract Administration
E-Mail Address: gail.hanscom@ceresenvironmental.com
Mailing Address: 6960 Professional Parkway East
Street Address (if different): same
City, State, Zip: Sarasota, FL 34240
Telephone: (800) 218 – 4424 Fax: (866) 228 - 5636
Organizational Structure – Please Check One: Corporation <input checked="" type="checkbox"/> Partnership <input type="checkbox"/> Proprietorship <input type="checkbox"/> Joint Venture <input type="checkbox"/> Other <input type="checkbox"/>
If Corporation: Date of Incorporation: July 31, 1995 State of Incorporation: Minnesota (a copy of Ceres' Certificate of Incorporation is included in proposal Tab 2)
States Registered in as Foreign Corporation: Alabama, Arkansas, California, Connecticut, Delaware, Florida, Georgia, Indiana, Iowa, Kentucky, Louisiana, Massachusetts, Missouri, North Carolina, North Dakota, Oklahoma, South Carolina, Tennessee, Virginia
Authorized Signature: Print Name: <u>David A. Preus</u>
Signature: <u></u>
Title: <u>Assistant Vice President</u>
Phone: <u>(800) 218 – 4424</u>
<i>This document must be completed and returned with your Submittal.</i>





May 3, 2012

Sumter County
Board of County Commissioners
7375 Powell Road
Wildwood, Florida 34785

RE: **RFP #010-0-2012/AT Disaster Debris Hauling Services**
Due: May 7, 2012 at 11:00 AM ET

Dear County Commissioners:

We are pleased to submit the enclosed proposal for the **Sumter County RFP #010-0-2012/AT Disaster Debris Hauling Services**. Ceres Environmental Services, Inc. is an experienced disaster recovery and Government contracting firm capable of providing personnel, equipment and resources to rapidly and efficiently respond to a disaster recovery event. Our services include debris removal and segregation, demolition and hazardous material management, debris reduction and site management, and the collection/generation of FEMA and FHWA-required project documentation.

In 2008, Ceres received an **"Outstanding"** performance review from the U.S. Army Corps of Engineers for our work in Louisiana following Hurricane Katrina. We are confident that if Ceres is selected for an event response based on this proposal, you will also find our services to be exemplary. We have a long list of satisfied clients and would be pleased to serve your community as well.

Our corporate office in Sarasota, FL provides an excellent location from which to manage our post-disaster work in Sumter County. Other permanent offices for Ceres Environmental Services, Inc. give us good geographical dispersion. Those offices are located in Houston, TX and Brooklyn Park, MN. Additionally, Ceres has equipment storage facilities at Bonifay, FL and Houston, TX.

Forty-seven full-time professional and managerial staff at Ceres have disaster experience. Key individuals that would be assigned to this contract include: David McIntyre, Owner and Chief Executive Officer, in an oversight capacity; Troy Garrett, President, in a managerial capacity; David Preus, Assistant Vice President, in a managerial capacity; Gail Hanscom, Contract Administrator, in a support capacity; and others depending on the severity and size of the event.

Company Officers David A. McIntyre, Owner and CEO; Troy Garrett, President; Steve Johnson, Corporate Secretary; and David Preus, Assistant Vice President have signature authority to bind the company and can all be reached by calling Ceres' toll free number 1-800-218-4424.

We look forward to the opportunity to be your supplier of disaster recovery services.

Sincerely,

A handwritten signature in blue ink that reads "David A. Preus".

David A. Preus
Assistant Vice President
Ceres Environmental Services, Inc.

Enc.

Ceres Environmental Services Facts and Highlights

- **Ceres Environmental Services, Inc. has never defaulted on a contract or failed to complete any work awarded.**
- **No client of Ceres has been denied reimbursement for work Ceres has performed.** Ceres' professional staff assists our local clients, upon request, with their preparation and submission of project worksheets for FEMA and other federal agencies, including the FHWA.
- It is Ceres' policy and practice to utilize qualified local small, woman-owned, and minority business enterprises to the maximum extent practicable in full compliance with 44 CFR 206.10.
- Founded in 1976 and incorporated in 1995, Ceres has provided emergency management and other services for 36 years to government entities including the United States Government and various states, counties and municipalities throughout the U.S. and its possessions overseas.
- Exemplary Performance on over \$1.7 billion dollars of Emergency Debris Management contracts awarded by various government agencies within the past 20 years and over 95 FEMA-funded contracts.
- Ceres responded to the Midwestern flooding and Hurricanes Dolly, Gustav and Ike during 2008 and fulfilled all obligations for nine separate contracts, seven of which were performed simultaneously.
- Performed simultaneously Hurricanes Katrina, Rita, and Wilma recovery operations in three states throughout 44 counties and parishes.
- During Hurricane Katrina recovery, 45,000 cubic yards of debris were hauled on the first day of operations and up to 200,000 cubic yards daily after that. Over 13 million cubic yards were hauled and processed.
- Performed over 40,000 Right of Entry (ROE) work orders for "Blue Roof" repairs for the U.S. Army Corps of Engineers on five contracts, with concurrent operations in over 30 counties.
- Recipient of the "Million Work Hours Award" for our superb safety record on the Katrina Debris project for the U.S. Army Corps of Engineers.
- Ceres was recognized by the *Naval Facilities Engineering Command* as one of their finest contractors. The range of our services provide under this multiyear Multiple Award Contract included Demolition, Minor Construction, Site work, Utilities, and Architecture and Engineering.
- Ceres bonded emergency contracts with a total value of \$517 million in 2005-2006 and USACE Emergency Response Contracts in FL totaling \$52 million for 2004.
- Recipient of the Minnesota Governor's Certificate of Commendation for Tree Waste Recycling.
- In order to speed response, Ceres maintains a rapid-response deployment facility in Sarasota, Florida, as well as an equipment facility in Bonifay, Florida. Additional equipment is stored in Kenner, LA and Houston, TX.
- No Regulatory or License Agency Sanctions have been imposed on Ceres Environmental Services, Inc. or any of its principals.
- Federal Employer Identification Number 41-1816075
- Florida General Contractor's License CGC1508764

Acronyms and Abbreviations Used in the Proposal

Abbreviation	Meaning
AAR	After Action Report
ACM	Asbestos-Containing Material
C&D	Construction and Demolition Waste
CAR	Corrective Action Report
CYD	Cubic Yard
DMS	Debris Management Site
EOC	Emergency Operations Center
FDOT	Federal Department of Transportation
FEMA	Federal Emergency Management Agency
FHWA	Federal Highway Administration
HBCU	Historically Black Colleges and Universities
HHW	Household Hazardous Waste
HTW	Hazardous or Toxic Waste
HUB	Historically Underutilized Business Zones
ICS	Incident Command System
IW	Industrial Waste
MI	Minority Institutions
MRE	Meals Ready to Eat
MUTCD	Manual of Uniform Traffic Control Devices
NIMS	National Incident Management System
NSC	National Safety Council
NTP	Notice to Proceed
OSHA	Occupational Safety and Health Agency
PAC	Public Assistance Coordination
PDA	Preliminary Damage Assessment
PIA	Post Incident Analysis
PM	Project or Program Manager
POL	Petroleum, Oil, & Lubricants
PPE	Personal Protective Equipment
PW	Project Worksheet
QC	Quality Control
RACM	Regulated Asbestos-Containing Material
ROE	Right of Entry
ROW	Right-of-Way
SB	Small Business
SDB	Small Disadvantaged Business
SDVO	Service Disabled Veteran-Owned Business
TBD	To Be Determined
TDSRS	Temporary Debris Storage and Reduction Site
USACE	U.S. Army Corps of Engineers
VO	Veteran-Owned Small Business
WOSB	Women-Owned Small Business

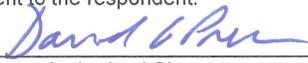
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Disaster Debris Hauling Services

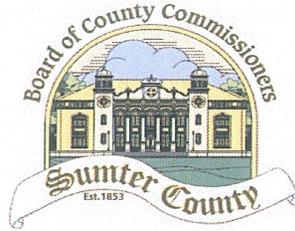
Proposal's Cover Page (from RFP)
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PROPOSER'S CERTIFICATION

Submit To: Sumter County Board of County Commissioners 7375 Powell Road Wildwood, Florida, 34785 Phone 352-689-4400 Fax 352-689-4436	SUMTER COUNTY BOARD OF COUNTY COMMISSIONERS REQUEST FOR PROPOSALS (RFP) CERTIFICATION AND ADDENDA ACKNOWLEDGMENT			
DUE DATE: May 7, 2012	DUE TIME: 11:00 a.m.	RFP # 010-0-2012/AT		
TITLE: Disaster Debris Hauling Services				
VENDOR NAME: Ceres Environmental Services, Inc.	PHONE NUMBER: (800) 218 - 4424			
VENDOR MAILING ADDRESS: 6960 Professional Parkway East	FAX NUMBER: (866) 228 - 5636			
CITY/STATE/ZIP: Sarasota, FL 34240	E-MAIL ADDRESS: gail.hanscom@ceresenvironmental.com			
<p>"I, the undersigned, certify that I have reviewed the addenda listed below (list all addenda received to date). I understand that timely commencement will be considered in award of this RFP and that cancellation of award will be considered if commencement time is not met, and that untimely commencement may be cause for termination of contract. I further certify that the services will meet or exceed the RFP requirements. I, the undersigned, declare that I have carefully examined the RFP, specifications, terms and conditions as applicable for this Request, and that I am thoroughly familiar with all provisions and the quality and type of coverage and services specified. I further declare that I have not divulged, discussed, or compared this RFP with any other Offeror and have not colluded with any Offerors or parties to an RFP whatsoever for any fraudulent purpose."</p>				
_____	_____	_____	_____	_____
Addendum #	Addendum #	Addendum #	Addendum #	Addendum #
<p>"I certify that this quote is made without prior understanding, agreement, or connection with any corporation, firm, or person submitting an RFP for the same material, supplies, equipment or services and is in all respects fair and without collusion or fraud. I agree to abide by all conditions of this RFP and certify that I am authorized to sign this response and that the offer is in compliance with all requirements of the RFP, including but not limited to certification requirements. In conducting offers with an agency for Sumter County Board of County Commissioners (BOCC), respondent agrees that if this Proposals is accepted, the respondent will convey, sell, assign, or transfer to the Sumter County BOCC all rights, title and interest in and to all causes of action it may now or hereafter acquire under the anti-trust laws of the United States for price fixing relating to the particular commodities or services purchased or acquired by the COUNTY. At the Sumter County BOCC discretion, such assignment shall be made and become effective at the time the purchasing agency renders final payment to the respondent."</p>				
_____ David A. Preus, Assistant Vice President Authorized Agent Name, Title (Print)	_____  Authorized Signature	_____ May 3, 2012 Date		
<i>This form must be completed and returned with your Submittal</i>				

**PROPOSALS FORM FOR
BOARD OF SUMTER COUNTY COMMISSIONERS**



Name of Firm Submitting Proposal Ceres Environmental Services, Inc.

Name of Person Submitting Proposal David A. Preus, Assistant Vice President

PROPOSER ACKNOWLEDGMENT

"The undersigned hereby declares that he/she has informed himself/herself fully in regard to all conditions to the work to be done, and that he/she has examined the RFP and Specifications for the work and comments hereto attached. The Vendor proposes and agrees, if this submission is accepted, to contract with the Board of Sumter County Commissioners, to furnish all necessary materials, equipment, labor and services necessary to complete the work covered by the RFP and Contract Documents for this Project. The Vendor agrees to accept in full compensation for each item the prices named in the schedules incorporated herein."

CONSULTANT'S FEE SCHEDULE MUST BE ATTACHED TO THIS PROPOSAL

Signature

May 3, 2012

Date

[] Check if exception(s) or deviation(s) to Specifications. Attach separate sheet(s) detailing reason and type for the exception or deviation. **NO EXCEPTIONS OR DEVIATIONS**

This document must be completed and returned with your Submittal

Statement of Terms & Conditions
This document must be submitted with your proposal.

PUBLIC ENTITY CRIME: A person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a Proposals/Bid on a contract to provide any goods or services to a public entity, for the construction or repair of a public building or public work, may not submit Proposals/Bids on leases of real property to a public entity, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Section 287.017, for CATEGORY TWO for a period of 36 months from the date of being placed on the convicted vendor list.

INDEMNIFICATION : The Contractor agrees to indemnify and hold harmless Board of Sumter County Commissioners, and their elected officials, employees and volunteers from and against all claims, losses and expenses, including legal costs, arising out of or resulting from, the performance of this contract, provided that any such claims, damage, loss of expenses is attributed to bodily injury, sickness, disease, personal injury or death, or to injury to or destruction of tangible property including the loss or loss of use resulting there from and is caused in whole or in part by any negligent act or omission of the tenant.

PROHIBITION OF LOBBYING: During the black out period which is, the period between the time the submittals for Invitation to Bid or the Request for Proposals, or Qualifications, or information, as applicable, are received at Contracts / Purchasing and the time the Board awards the contract, no proposer, no lobbyist, principal, or other person may lobby, on behalf of a competing party in a particular procurement matter, any member of the Board, or any Board employee other than the Financial Services Manager. Violation of this provision may result in disqualification of violating party. All questions regarding this Request for Proposals (RFP) or Invitation to Bid (IBID) must be submitted in writing to the Board's Financial Services Manager.

ANTI TRUST LAWS: By submission of a signed RFP or BID, the successful Vendor acknowledges compliance with all antitrust laws of the United States and the State of Florida, in order to protect the public from restraint of trade, which illegally increases prices.

CONFLICT OF INTEREST: The award of the contract hereunder is subject to the provisions of Chapter 112 of the Florida Statutes. Vendors shall disclose the name of any Officer, Director, Partner, Associate, or Agent who is also an Officer, Appointee, or Employee of any of the Boards at the time of the RFP or BID, or at the time of occurrence of the Conflict of Interest hereafter.

INTERPRETATION, CLARIFICATIONS AND ADDENDA: No oral interpretations will be made to any vendor as to the meaning of the RFP/BID Contract Documents. Any inquiry or request for interpretation received by the Financial Services Manager before the date listed herein will be given consideration. All such changes or interpretations will be made in writing in the form of an addendum and, if issued, will be distributed at or after the Pre-Proposals/Pre-Bid Conference, mailed or sent by available or electronic means to all attending prospective Submitters prior to the established RFP/BID opening date. Each Vendor shall acknowledge receipt of such addenda in the space provided. In case any Proposer/Bidder fails to acknowledge receipt of such addenda or addendum, his offer will nevertheless be construed as though it had been received and acknowledged and the submission of his bid will constitute acknowledgment of the receipt of same. All addenda are a part of the RFP/BID FORMS and each Proposer/Bidder will be bound by such addenda, whether or not received by him. It is the responsibility of each proposer/bidder to verify that he has received all addenda issued before RFP's/BID's are opened. In the case of unit price items, the quantities of work to be done and materials to be furnished under this RFP/BID Contract are to be considered as approximate only and are to be used solely for the comparison of RFP's/BID's received. The Board and/or his CONSULTANT do not expressly or by implication represent that the actual quantities involved will correspond exactly therewith; nor shall the Vendor plead misunderstanding or deception because of such estimate or quantities of work performed or material furnished in accordance with the Specifications and/or Drawings and other Proposals/BID Documents, and it is understood that the quantities may be increased or diminished as provided herein without in any way invalidating any of the unit or lump sum prices bid.

OVERNING LAWS AND REGULATIONS: The vendor is required to be familiar with and shall be responsible for complying with all federal, state and local laws, ordinances, rules and regulations that in any manner affect the work.

PROPRIETARY/CONFIDENTIAL INFORMATION: Vendors are hereby notified that all information submitted as part of, or in support of RFP's/BID's, will be available for public inspection thirty days after opening of the RFP's/BID's or until a short list is recommended whichever comes first, in compliance with Chapter 119, and 287 of the Florida Statutes. Any person wishing to view the RFP's/BID's must make an appointment by calling the Financial Services Manager at (352) 793-0200. All RFP's/BID's submitted in response to this solicitation become the property of the Board. Unless information submitted is proprietary, copy written, trademarked, or patented, the Board reserves the right to utilize any or all information, ideas, conceptions, or portions of any RFP/BID, in its best interest.

TAXES: The Board of Sumter County Commissioners is exempt from any taxes imposed by the State and/or Federal Government. Exemption certificates will be provided upon request.

NON-COLLUSION DECLARATION: By signing this RFP/BID, all Vendors shall affirm that they shall not collude, conspire, connive or agree, directly or indirectly, with any other Proposer, firm, or person to submit a collusive or sham Proposals in connection with the work for which their RFP/BID has been submitted; or to refrain from bidding in connection with such work; or have in any manner, directly or indirectly, sought by person to fix the price or prices in the RFP/BID or of any other Bidder, or to fix any overhead, profit, or cost elements of the RFP/BID price or the RFP/BID price of any other Bidder, or to secure through any collusion, conspiracy, connivance, or unlawful agreement any advantage against any other Bidder, or any person interested in the proposed work.

PROPOSER RESPONSIBILITY: Invitation by the Boards to vendors is based on the recipient's specific request and application to DemandStar by Onvia at www.DemandStar.com [(800) 711-1712] or as the result of response by the public to the legal advertisements required by State law. Firms or individuals submit their responses on a voluntary basis, and therefore are not entitled to compensation of any kind.

OWNERSHIP OF SUBMITTALS: All responses, inquiries or correspondence relating to or in reference to this RFP/BID, and all other reports, charts, displays, schedules, exhibits and other documentation submitted by the vendors will become the property of the Board. Reference to literature submitted with a previous RFP/BID will not relieve the Bidder from including any required documents with this RFP/BID.

EXAMINATION OF BID DOCUMENTS: Each Bidder shall carefully examine the RFP/BID Document to ensure all pages have been received, all drawings and/or Specifications and other applicable documents are included, and shall inform himself thoroughly regarding any and all conditions and requirements that may in any manner affect cost, progress or performance of the work to be performed under the Contract. Ignorance on the part of the CONTRACTOR will in no way relieve him of the obligations and responsibilities assumed under the Contract.

VENDOR RESPONSIBILITY: Vendors are fully and completely responsible for the labeling, identification and delivery of their submittals. The Financial Services Manager will not be responsible for any mislabeled or misdirected submissions, nor those handled by delivery persons, couriers, or the US Postal Service.

DRUG FREE WORKPLACE: All Proposers/Bidders shall submit the enclosed, duly signed and notarized form entitled "Drug Free Workplace Certificate". The Drug Free Workplace Vendor shall have the burden of demonstrating that his program complies with Section 287.087 of the Florida Statutes, and any other applicable state law.

BOARD OF SUMTER COUNTY COMMISSIONERS, are political subdivisions of the State of Florida, and reserve the right to reject any and/or all submittals, reserve the right to waive any informalities or irregularities in the examination process, and reserve the right to award contracts and/or in the best interest of the Boards. Submittals not meeting stated minimum terms and qualifications may be rejected by the Boards as non-responsive. The Boards reserve the right to reject any or all submittals without cause. The Boards reserves the right to reject the submission of any Vendor in arrears or in default upon any debt or contract to the Boards, or who has failed to perform faithfully any previous contract with the Boards or with other governmental agencies.

PUBLIC RECORDS LAW: Correspondence, materials and documents received pursuant to this RFP/BID become public records subject to the provisions of Chapter 119, Florida Statutes.

VERIFICATION OF TIME: Nextel time is hereby established as the Official Time of the Boards.

PREPARATION OF PROPOSALS/BIDS:

Signature of the Bidder: The Bidder must sign the RFP/BID FORMS in the space provided for the signature. If the Proposer/Bidder is an individual, the words "doing business as _____," must appear beneath such signature. In the case of a partnership, the signature of at least one of the partners must follow the firm name and the words, "Member of the Firm" should be written beneath such signature. If the Proposer/Bidder is a corporation, the title of the officer signing the RFP/BID on behalf of the corporation must be stated and evidence of his authority to sign the RFP/BID must be submitted. The Proposer/Bidder shall state in the RFP/BID FORMS the name and address of each person interested therein.

Basis for Bidding: The price proposed for each item shall be on a lump sum or unit price basis according to specifications on the RFP/BID FORM. The proposed prices shall remain unchanged for the duration of the Contract and no claims for cost escalation during the progress of the work will be considered, unless otherwise provided herein.

Total Proposed Price/Total Contract Sum Proposed: If applicable, the total price bid for the work shall be the aggregate of the lump sum prices proposed and/or unit prices multiplied by the appropriate estimated quantities for the individual items and shall be stated in figures in the appropriate place on the RFP/BID FORM. In the event that there is a discrepancy on the RFP/BID FORM due to unit price extensions or additions, the corrected extensions and additions shall be used to determine the project bid amount.

TABULATION: Those wishing to receive an official tabulation of the results of the opening of this RFP/BID are to submit a self-addressed, stamped business size (No. 10) envelope, prominently marked on the front lower left side, with the RFP identification. Tabulation requested by telephone, fax or electronic media will not be accepted.

OBLIGATION OF WINNING BIDDER: The contents of the RFP/BID of the successful proposer/bidder will become contractual obligations if acquisition action ensues. Failure of the successful Proposer/Bidder to accept these obligations in a contract may result in cancellation of the award and such vendor may be removed from future participation.

AWARD OF BID: It is the Boards' intent to select a vendor within sixty (60) calendar days of the deadline for receipt of Proposals/Bids. However, Proposals/Bids must be firm and valid for award for at least ninety (90) calendar days after the deadline for receipt of the RFP/BID.

ADDITIONAL REQUIREMENTS: The firms shall furnish such additional information as the Boards may reasonably require. This includes information which indicates financial resources as well as ability to provide the services. The Boards reserve the right to make investigations of the qualifications of the firm as it deems appropriate.

PREPARATION COSTS: The Boards shall not be obligated or be liable for any costs incurred by Proposers/Bidders prior to issuance of a contract. All costs to prepare and submit a response to this RFP/BID shall be borne by the Proposer/Bidder.

TIMELINESS: All work will commence upon authorization from the Boards' representative (Financial Services Manager). All work will proceed in a timely manner without delays. The Contractor shall commence the work UPON RECEIPT OF NOTICE TO PROCEED and/or ORDER PLACED (PURCHASE ORDER PRESENTED), and shall deliver in accordance to the terms and conditions outlined and agreed upon herein.

DELIVERY: All prices shall be FOB Destination, Sumter County, Florida, inside delivery unless otherwise specified.

ADDITIONAL SERVICES/PURCHASES BY OTHER PUBLIC AGENCIES ("PIGGY-BACK"):

The Vendor by submitting a Bid acknowledges that other Public Agencies may seek to "Piggy-Back" under the same terms and conditions, during the effective period of any resulting contract – services and/or purchases being offered in this Bid, for the same prices and/or terms proposed. Vendor has the option to agree or disagree to allow contract Piggy-Backs on a case-by-case basis. Before a Public Agency is allowed to Piggy-Back any contract, the Agency must first obtain the vendor's approval – without the vendor's approval, the seeking Agency cannot Piggy-Back.

PLANS, FORMS & SPECIFICATIONS: Bid Packages are available from the Financial Services Manager. These packages are available for pickup or by mail. If requested to mail, the Proposer/Bidder must supply a courier account number (UPS, FedEx, etc). Proposers/Bidders are required to use the official RFP/BID FORMS, and all attachments itemized herein, are to be submitted as a single document. Any variation from the minimum specifications must be clearly stated on the RFP/BID FORM and/or Exceptions/Deviations Sheet(s). Only one set of plans, forms, and specifications will be furnished each company or corporation interested in submitting a Proposals/bid. RFP/BID FORM documents for this project are free of charge and are available on-line and are downloadable (vendor must pay any DemandStar fees or any shipping).

MANUFACTURER'S NAME AND APPROVED EQUIVALENTS: Any manufacturer's names, trade names, brand names, information and/or catalog numbers listed in a specification are for information and not intended to limit competition unless otherwise indicated. The Proposer/Bidder may offer any brand for which he is an authorized representative, which meets or exceeds the RFP/BID specification for any item(s). If RFP's/BID's are based on equivalent products, indicate on the RFP/BID FORM the manufacturer's product name and literature, and/or complete specifications. Reference to literature submitted with a previous RFP/BID will not satisfy this provision. The Proposer/Bidder shall explain in detail the reason(s) why the proposed equivalent will meet the specifications and not be considered an exception thereto. RFP's/BID's which do not comply with these requirements are subject to rejection. RFP's/BID's lacking any written indication of intent to quote an alternate brand will be received and considered in complete compliance with the specifications as listed on the RFP/BID FORM. The Financial Services Manager is to be notified, in writing, of any proposed changes in materials used, manufacturing process, or construction. However, changes shall not be binding upon the Boards unless evidenced by a Change Notice issued and signed by the Financial Services Manager, or designated representative.

QUANTITIES: The quantities as specified in this RFP/BID are estimates only and are not to be construed as guaranteed minimums.

SAMPLES: Samples of items, when called for, shall be furnished free of expense, and if not destroyed may, upon request, be returned at the Proposer's/Bidder's expense. Each sample shall be labeled with the Proposer's/Bidder's name, manufacturer brand name and number, RFP/BID number and item reference. Samples of successful Proposer's/Bidder's items may remain on file for the term of the contract. Request for return of samples shall be accompanied by instructions which include shipping authorization and must be received at time of opening. Samples not returned may be disposed of by the Boards within a reasonable time as deemed appropriate.

DOCUMENT RE-CREATION: Vendor may choose to re-create any document(s) required for this solicitation, but must do so at his own risk. All required information in the original Board format must be included in any re-created document. Submittals may be deemed non-responsive if required information is not included in any re-created document.

ACKNOWLEDGED:



(Signature and Date)

David A. Preus, Assistant Vice President

May 3, 2012



REFERENCE OF SIMILAR PROJECT EXPERIENCE

Owner / Business Name: Town of Simsbury		
Project Location / Address: 933 Hopmeadow Street, PO Box 495		
City: Simsbury	State: CT	Zip Code: 06070
Point of Contact: Thomas J. Roy, P.E., Director of Public Works	Dates of Work: November - December 2011	
Phone Number: (860) 658-3222	Fax Number: n/a	
E-mail Address: troy@simsbury-ct.gov		
Project Name: Winter Storm Alfred Removal, Reduction & Disposal of FEMA-Eligible Debris		
Brief Description of Project: Removed and hauled vegetative debris to DMS. Removed leaning trees. Managed DMS. Ground debris and disposed at approved landfill		

Owner / Business Name: City of Greenville		
Project Location / Address: 1500 Beatty Street		
City: Greenville	State: North Carolina	Zip Code: 27834
Point of Contact: Scott P.M. Godefroy, P.E., City Engineer	Dates of Work: August – October 2011	
Phone Number: (252) 329-4525	Fax Number: (252) 329-4535	
E-mail Address: sgodefroy@greenvillenc.gov		
Project Name: Hurricane Irene Response and Recovery Efforts		
Brief Description of Project: Performed debris removal and disposal and tree and limb trimming on City rights-of-way. Removed 71 trees, 2,111 hangers, and 113,512.3 CY of debris from Hurricane Irene.		

Owner / Business Name: City of Palm Beach Gardens		
Project Location / Address: 10500 North Military Trail		
City: Palm Beach Gardens	State: Florida	Zip Code: 33410
Point of Contact: David Reyes, Public Works	Dates of Work: October 2005 – February 2006	
Phone Number: (561) 804-7015	Fax Number: n/a	
E-mail Address: dreyes@pbgfl.com		
Project Name: Hurricane Wilma Debris Removal and Reduction		
Brief Description of Project: Load and haul hurricane debris from City right-of-ways. Deliver debris to Temporary Debris Staging and Reduction Site (TDSRS). Reduce debris by grinding.		

This document must be completed and returned with your Submittal

Additional references and a selection of our letters of recommendation can be found in tab 2 of this proposal.



Signature David A. Preus, Assistant Vice President
Ceres Environmental Services, Inc.

Date **May 3, 2012**

CONTRACTOR'S AFFIDAVIT

State of mn
County of Ramsey

Before me personally appeared **David A. Preus** who is *(title)* **Assistant Vice President** of *(the company described herein)* **Ceres Environmental Services, Inc.**, being duly sworn, deposes and says that the foregoing statements are a true and accurate statement of the position of said organization as of the date thereof, and, that the statements and answers to the foregoing experience questionnaire are correct and true as of the date of this affidavit; and, that he/she understands that intentional inclusion of false, deceptive, or fraudulent statements of this application constitutes fraud; and, agrees to furnish any pertinent information requested by The Sumter County Board of County Commissioner deemed necessary to verify the statements made in this application or regarding the ability, standing and general reputation of the applicant.

Personally Known X or Produced Identification _____

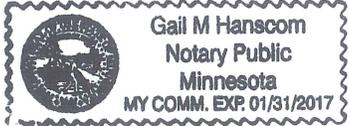
Sworn to and subscribed before me this 3rd day of May, 2012

Gail M. Hanscom
Gail M. Hanscom

NOTARY PUBLIC - STATE OF
(Signature of Notary Public)

(Print Name of Notary Public)

(seal)



This document must be completed and returned with your Submittal



DRUG FREE WORKPLACE CERTIFICATE

I, the undersigned, in accordance with Florida Statute 287.087, hereby certify that,

Ceres Environmental Services, Inc.
(print or type name of firm)

- Publishes a written statement notifying that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in the workplace named above, and specifying actions that will be taken against violations of such prohibition.
- Informs employees about the dangers of drug abuse in the work place, the firm's policy of maintaining a drug free working environment, and available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug use violations.
- Gives each employee engaged in providing commodities or contractual services that are under Proposals or bid, a copy of the statement specified above.
- Notifies the employees that as a condition of working on the commodities or contractual services that are under Proposals or bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, please or guilty or nolo contendere to, any violation of Chapter 1893, or of any controlled substance law of the State of Florida or the United States, for a violation occurring in the work place, no later than five (5) days after such conviction, and requires employees to sign copies of such written (*) statement to acknowledge their receipt.
- Imposes a sanction on, or requires the satisfactory participation in, a drug abuse assistance or rehabilitation program, if such is available in the employee's community, by any employee who is so convicted.
- Makes a good faith effort to continue to maintain a drug free work place through the implementation of the drug free workplace program.
- "As a person authorized to sign this statement, I certify that the above named business, firm or corporation complies fully with the requirements set forth herein".

David P...
Authorized Signature

May 3, 2012
Date Signed

State of: mn

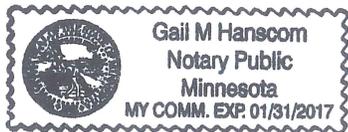
County of: Ramsey

Sworn to and subscribed before me this 3rd day of May, 2012

Personally known X or Produced Identification ---
(Specify Type of Identification)

Gail M Hanscom
Signature of Notary

My Commission Expires 1/31/17



(seal)

This document must be completed and returned with your Submittal

PROPOSAL DOCUMENTS CHECKLIST OF ITEMS REQUIRED TO BE SUBMITTED

The following documents and forms in the following arrangement must accompany each Proposal Package or alternate RFP submitted:

- ❑ RFP Cover Page. This is to be used as the first page of the RFP. This form must be fully completed and signed by an authorized officer of the vendor.
- ❑ Proposer's Certification / Addenda Acknowledgement Form.
- ❑ Qualification Form for Board of Sumter County Commissioners
- ❑ Statement of Terms and Conditions - statement must be signed and returned with the RFP form.
- ❑ A sworn, notarized Statement of Reference and Similar Project Experience Form.
- ❑ A sworn, notarized Drug Free Work Place Certificate must accompany each Proposal Package or alternate RFP.
- ❑ A separate sheet or sheets, clearly identified and numbered, of Exceptions or Deviations from the minimum specifications, must be attached to the Proposal Form (if applicable).
- ❑ Proposal Document Checklist of Items Required to be Submitted.
- ❑ Cost Proposal Form (Fee Rate Schedule included in the Scope of Services).
- ❑ One (1) original, one (1) electronic version on a CD or Flash Drive of the original RFP in its entirety not password protected, and three (3) copies of the original RFP packet.
- ❑ Hold Harmless Agreement
- ❑ A Certificate of Insurability, acceptable to the County, shall accompany each Qualification or alternate proposal, in the amounts as prescribed by State and Sumter County BOCC
 - Liability Insurance: The submitter shall purchase and maintain such insurance as will protect him/her from claims which may arise out of or result from the vendor's operations under the terms and conditions of the RFP. Liability insurance shall be obtained at the vendor's expense and in his/her name as the insured, which Certificate shall show Sumter County Board of County Commissioners as additional name insured. Liability insurance shall be provided on a form approved by Sumter County Board of County Commissioners and shall include endorsements for contractual liability and such other endorsements appropriate for the work required by this RFP as may be required by the Sumter County BOCC. The limit of liability for this coverage shall not be less than \$1,000,000 single event limit.
 - Automobile Liability Insurance covering all automobiles and trucks the vendor may use in connection with this RFP. The limit of liability for this coverage shall not be less than \$500,000 CSL per occurrence for bodily injury and property damage. This is to include owned, hired, and non-owned vehicles.
 - Workers' Compensation Insurance, as required by the State of Florida.

All insurance policies shall be written on companies authorized to do business in the State of Florida and satisfactory to the Sumter County BOCC. Prior to commencing services pursuant to the award of this RFP, the Contractor shall furnish to the Sumter County BOCC certificates of insurance showing the required coverage has been procured and paid for in advance. Within thirty (30) days prior to expiration, the Contractor shall provide the Sumter County BOCC with proof that required coverage has been extended.

Date: May 3, 2012

I, David A. Preus (name), an authorized officer of Ceres Environmental Services, Inc. (company/vendor), confirm that the above listed documents are provided in our company's RFP being submitted to Sumter County and confirm I have read and understand the RFP document in its entirety.



David A. Preus
Assistant Vice President
Ceres Environmental Services, Inc.

PROPOSED FEE RATE SCHEDULE FOR DEBRIS HAULING SERVICES

All rates include the cost of the operator, supervision, maintenance, fuel repairs, overhead, profit, insurance, and any other costs associated with equipment and personnel. I will adhere to the current FEMA reimbursement rates.

EMERGENCY DEBRIS REMOVAL-NATURAL DISASTER-DEBRIS REMOVAL

Phase I – Collection, hauling to staging site, reduction

Description	Unit	*Estimated Quantity	Price	Total
Loading and Hauling Debris to a TDS (Price to include MOT)	Cubic Yard	1,000,000	\$6.67	\$6,670,000.00
Reduction by Grinding at the TDS	Cubic Yard	100,000	\$3.98	\$398,000.00
Reduction by Incineration at the TDS	Cubic Yard	900,000	\$2.59	\$2,331,000.00
STUMPS				
24"-48" Diameter Stump Removal	Each	100	\$250.00	\$25,000.00
>48" Diameter Stump Removal	Each	25	\$500.00	\$12,500.00
Sweeping Curb and Gutter	Hour	250	\$85.00	\$21,250.00
Vacuum Inlets	Hour	150	\$165.00	\$24,750.00
Removal of Hanging Limbs (>2" @ break)	Each	75	\$99.00	\$7,425.00
Leaning Trees (>6" @ 4.5' above ground)	Each	50	\$300.00	\$15,000.00
Loading and Hauling C&D debris	Cubic Yard	5,000	\$9.98	\$49,900.00
White Goods and Hazardous	Each	125	\$98.00	\$12,250.00
Household Waste Disposal	Cubic Yard	50	\$99.00	\$4,950.00
Freon Recovery	Gallons	100	\$9.99	\$999.00

Phase II – loading of reduce material, final disposal

Description	Unit	*Estimated Quantity	Price	Total
Loading and Hauling Reductions to a Final Disposition Site	Cubic Yard	100,000	\$3.98	\$398,000.00

Disposal/Tipping Fees – Pass Thru

TOTAL BID \$9,971,024.00

*Estimated Quantities used for determining low bidder only. Quantities are not intended to be an estimate of the actual quantities expected for this contract. Payment will be made based on actual units of work performed as approved by the Engineer.

** If a pay item is left blank or N/A is used, the bid may be declared irregular and the DOPW may reject the proposal.



HOLD HARMLESS AGREEMENT

The Contractor/Vendor is required to purchase and maintain minimum limits of \$1,000,000 per occurrence for all liability, which includes general liability and, if applicable, automobile liability. Other coverage may be required where applicable.

The Contractor/Vendor agrees to hold the Board of Sumter County Commissioners harmless against all claims for bodily injury, sickness, disease, death or personal injury or damage to property or loss of use resulting there from, arising out of the agreement, unless such claims are a result of the County's sole negligence.

The Contractor/Vendor shall purchase and maintain workers' compensation insurance for all workers' compensation obligations imposed by state law and employer's liability limits of at least \$100,000 each accident and \$100,000 each employee/\$500,000 policy limit for disease. Even if the Contractor/Vendor is not required by state law to secure workers' compensation insurance, the Contractor/Vendor shall purchase and maintain worker's compensation insurance in order to perform or provide services to Sumter County. This is the standard requirement however; the Financial Services Department can perform a special review as needed on a case-by-case basis for the Contractor/Vendor.

The Contractor/Vendor shall also purchase any other coverage required by law for the benefit of employees.

Required insurance shall be documented in Certificates of Insurance and shall be provided to the County representative requesting the service.

By signature upon this form the Contractor/Vendor stipulates that he/she agrees to the Hold Harmless Agreement, and to abide by all insurance requirements.

Ceres Environmental Services, Inc.
Contractor/Vendor-Print Name



Signature

Disaster Debris Hauling Services for Sumter County, FL
Project Name

May 3, 2012
Date

The effective date of this Hold Harmless Agreement shall be from May 7 2012 until May 6 2015

(The effective dates shall be either the anticipated duration of the project or the current FY.)

This document must be completed and returned with your Submittal



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
4/30/2012

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

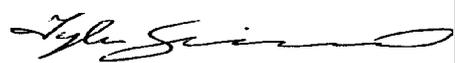
PRODUCER Christensen Group Insurance Resources Int'l. 11100 Bren Road West Minnetonka MN 55343	CONTACT NAME: Kelly Preston PHONE (A/C No. Ext): (952)653-1000 E-MAIL ADDRESS: kpreston@cg-iri.com		FAX (A/C No): (952)653-1101
	INSURER(S) AFFORDING COVERAGE INSURER A: Steadfast Insurance Company		NAIC #
INSURED CERES ENVIRONMENTAL SERVICES, INC. ETAL 6960 Professional Pkwy East Sarasota FL 34240	INSURER B: Zurich American Ins. Co.		
	INSURER C:		
	INSURER D:		
	INSURER E:		
	INSURER F:		

COVERAGES **CERTIFICATE NUMBER: 2011-2012** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
A	GENERAL LIABILITY			BOG9313048-00	8/18/2011	8/18/2012	EACH OCCURRENCE	\$ 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY						DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 100,000
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR						MED EXP (Any one person)	\$ 5,000
							PERSONAL & ADV INJURY	\$ 1,000,000
							GENERAL AGGREGATE	\$ 2,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:						PRODUCTS - COMP/OP AGG	\$ 2,000,000
	<input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC							\$
B	AUTOMOBILE LIABILITY			BAP9313049-00	8/18/2011	8/18/2012	COMBINED SINGLE LIMIT (Ea accident)	\$ 2,000,000
	<input checked="" type="checkbox"/> ANY AUTO						BODILY INJURY (Per person)	\$
	<input type="checkbox"/> ALL OWNED AUTOS	<input type="checkbox"/> SCHEDULED AUTOS					BODILY INJURY (Per accident)	\$
	<input type="checkbox"/> HIRED AUTOS	<input type="checkbox"/> NON-OWNED AUTOS					PROPERTY DAMAGE (Per accident)	\$
							Auto Medical Payments	\$ 5,000
A	UMBRELLA LIAB	<input checked="" type="checkbox"/>	OCCUR	SEO926628701	8/18/2011	8/18/2012	EACH OCCURRENCE	\$ 5,000,000
	EXCESS LIAB		CLAIMS-MADE				AGGREGATE	\$ 5,000,000
	DED <input checked="" type="checkbox"/> RETENTION \$ 10,000							\$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY			WC9313050-00	8/18/2011	8/18/2012	<input checked="" type="checkbox"/> WC STATUTORY LIMITS	OTHE-R
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH)	<input type="checkbox"/> Y/N	N/A				E.L. EACH ACCIDENT	\$ 1,000,000
	If yes, describe under DESCRIPTION OF OPERATIONS below						E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
A	Professional Liability			BOG9313048-00	8/18/2011	8/18/2012	Each Claim/Condition	\$1,000,000
	Contractor's Liability			PEC9266286-01	08/18/2011	08/18/2012	Claims Made Policy	Prof Liab

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)
Sumter County Board of County Commissioners is included as an additional insured regarding General Liability per included additional insured form

CERTIFICATE HOLDER Board of Sumter County Commissioners Financial Services Department Amanda Taylor 7375 Powell Rd Wildwood, FL 34785	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.
	AUTHORIZED REPRESENTATIVE Tyler Simmons/KP 



ZURICH

Additional Insured – Automatic - Owners, Lessees Or Contractors - Broad Form

Policy No.	Eff. Date of Pol.	Exp. Date of Pol.	Eff. Date of End.	Producer	Add'l. Prem.	Return Prem.
					\$	\$

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

This endorsement modifies insurance provided under the:

Commercial General Liability Coverage Part

- A. WHO IS AN INSURED (Section II)** is amended to include as an insured any person or organization whom you are required to add as an additional insured on this policy under a written contract or written agreement.
- B.** The insurance provided to additional insureds applies only to "bodily injury", "property damage" or "personal and advertising injury" covered under **Section I, Coverage A, BODILY INJURY AND PROPERTY DAMAGE LIABILITY** and **Coverage B, PERSONAL AND ADVERTISING INJURY LIABILITY**, but only if:
 - 1. The "bodily injury" or "property damage" results from your negligence; and
 - 2. The "bodily injury", "property damage" or "personal and advertising injury" results directly from:
 - a. Your ongoing operations; or
 - b. "Your work" completed as included in the "products-completed operations hazard", performed for the additional insured, which is the subject of the written contract or written agreement.
- C.** However, regardless of the provisions of paragraphs **A.** and **B.** above:
 - 1. We will not extend any insurance coverage to any additional insured person or organization:
 - a. That is not provided to you in this policy; or
 - b. That is any broader coverage than you are required to provide to the additional insured person or organization in the written contract or written agreement; and
 - 2. We will not provide Limits of Insurance to any additional insured person or organization that exceed the lower of:
 - a. The Limits of Insurance provided to you in this policy; or
 - b. The Limits of Insurance you are required to provide in the written contract or written agreement.
- D.** The insurance provided to the additional insured person or organization does not apply to:
 - 1. "Bodily injury", "property damage" or "personal and advertising injury" that results solely from negligence of the additional insured; or

2. "Bodily injury", "property damage" or "personal and advertising injury" arising out of the rendering or failure to render any professional architectural, engineering or surveying services including:
 - a. The preparing, approving, or failing to prepare or approve maps, shop drawings, opinions, reports, surveys, field orders, change orders or drawings and specifications; and
 - b. Supervisory, inspection, architectural or engineering activities.
- E. The additional insured must see to it that:
 1. We are notified as soon as practicable of an "occurrence" or offense that may result in a claim;
 2. We receive written notice of a claim or "suit" as soon as practicable; and
 3. A request for defense and indemnity of the claim or "suit" will promptly be brought against any policy issued by another insurer under which the additional insured also has rights as an insured or additional insured.
- F. The insurance provided by this endorsement is primary insurance and we will not seek contribution from any other insurance available to any additional insured person or organization unless the other insurance is provided by a contractor other than you for the same operations and job location. Then we will share with that other insurance by the method described in paragraph 4.c. of **SECTION IV - COMMERCIAL GENERAL LIABILITY CONDITIONS**.

Any provisions in this Coverage Part not changed by the terms and conditions of this endorsement continue to apply as written.

JOINT WRITTEN ACTION OF THE BOARD OF DIRECTORS AND SHAREHOLDERS OF CERES ENVIRONMENTAL SERVICES, INC.

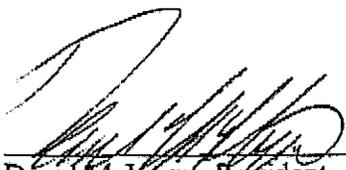
The undersigned, being the sole member of the Board of Directors and the sole shareholder of Ceres Environmental Services, Inc., a Minnesota corporation (the "Corporation"), does hereby adopt the following resolution in writing pursuant to Minnesota Statutes Section 302A.239 and 302A.341 effective as of the 21st day of July, 2008:

WHEREAS, the Corporation desires to prepare and submit proposals and bids in response to various government solicitations, requests for bids, and requests for proposals and the Corporation desires to grant the authority to the Assistant Vice President of the Corporation, David Preus, to sign and submit such bids on behalf of the Corporation,

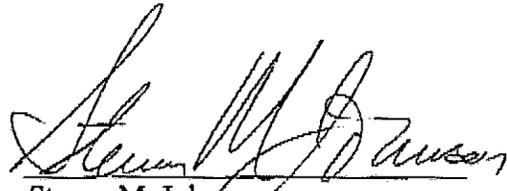
NOW, THEREFORE, IN CONSIDERATION OF THE FOREGOING, BE IT:

RESOLVED, that Ceres Environmental Services, Inc. grants David Preus, Assistant Vice President of the Corporation, the authority to sign and bind the Corporation in matters related to the preparation and submittal of bids and responses to requests for proposals to government entities and agencies.

IN WITNESS WHEREOF, the undersigned Board of Directors and Shareholders have set their hands effective as of the day first written above.



David McInityre, President
Sole Director and Sole Shareholder



Steven M. Johnson
Secretary of Corporation



STATE OF FLORIDA

DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION

CONSTRUCTION INDUSTRY LICENSING BOARD
1940 NORTH MONROE STREET
TALLAHASSEE FL 32399-0783

(850) 487-1395

MCINTYRE, DAVID A
CERES ENVIRONMENTAL SERVICES INC
2635 CASEY KEY RD
NOKOMIS FL 34275

Congratulations! With this license you become one of the nearly one million Floridians licensed by the Department of Business and Professional Regulation.

Every day we work to improve the way we do business in order to serve you better. For information about our services, please log onto www.myfloridalicense.com.

Our mission at the Department is: License Efficiently, Regulate Fairly. We constantly strive to serve you better so that you can serve your customers.

Official license stamp for David A. McIntyre, General Contractor, with license number CGC1508764 and expiration date of August 31, 2012.

DETACH HERE

AC# 5154352

STATE OF FLORIDA

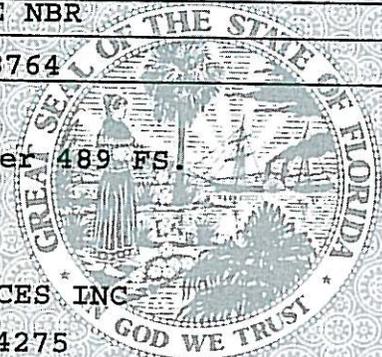
DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION
CONSTRUCTION INDUSTRY LICENSING BOARD

SEQ# L10090103648

Table with columns: DATE, BATCH NUMBER, LICENSE NBR. Row 1: 09/01/2010, 108060008, CGC1508764

The GENERAL CONTRACTOR Named below IS CERTIFIED Under the provisions of Chapter 489 FS. Expiration date: AUG 31, 2012

MCINTYRE, DAVID A
CERES ENVIRONMENTAL SERVICES INC
2635 CASEY KEY RD
NOKOMIS FL 34275



CHARLIE CRIST GOVERNOR

CHARLIE LIEM SECRETARY

DISPLAY AS REQUIRED BY LAW

State of Florida

Department of State

I certify from the records of this office that CERES ENVIRONMENTAL SERVICES, INC. is a corporation organized under the laws of Minnesota, authorized to transact business in the State of Florida, qualified on June 19, 1996.

The document number of this corporation is F96000003145.

I further certify that said corporation has paid all fees due this office through December 31, 2012, that its most recent annual report was filed on February 1, 2012, and its status is active.

I further certify that said corporation has not filed a Certificate of Withdrawal.

Given under my hand and the Great Seal of Florida, at Tallahassee, the Capital, this the Second day of February, 2012



Secretary of State



Authentication ID: 400220219074-020212-F96000003145

To authenticate this certificate, visit the following site, enter this ID, and then follow the instructions displayed.

<https://efile.sunbiz.org/certauthver.html>

State of Minnesota

0420

SECRETARY OF STATE

CERTIFICATE OF INCORPORATION

I, Joan Anderson Grove, Secretary of State of Minnesota, do certify that: Articles of Incorporation, duly signed and acknowledged under oath, have been filed on this date in the Office of the Secretary of State, for the incorporation of the following corporation, under and in accordance with the provisions of the chapter of Minnesota Statutes listed below.

This corporation is now legally organized under the laws of Minnesota.

Corporate Name: Ceres Environmental Services, Inc.

Corporate Charter Number: 8U-467

Chapter Formed Under: 302A

This certificate has been issued on 07/31/1995.



Joan Anderson Grove
Secretary of State.

State of Minnesota

SECRETARY OF STATE

Certificate of Good Standing

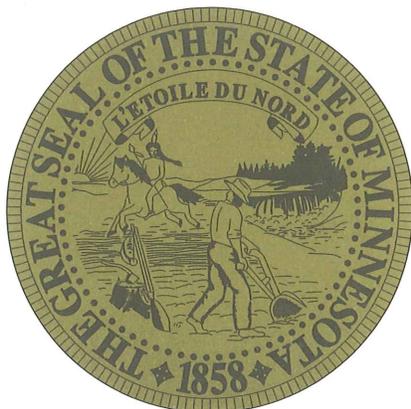
I, Mark Ritchie, Secretary of State of Minnesota, do certify that: The corporation listed below is a corporation formed under the laws of Minnesota; that the corporation was formed by the filing of Articles of Incorporation with the Office of the Secretary of State on the date listed below; that the corporation is governed by the chapter of Minnesota Statutes listed below; and that this corporation is authorized to do business as a corporation at the time this certificate is issued.

Name: Ceres Environmental Services, Inc.

Date Formed: 07/31/1995

Chapter Governed By: 302A

This certificate has been issued on 02/14/11.



Mark Ritchie
Secretary of State.

2.2 Capabilities Overview

Ceres Environmental Services, Inc. is one of the nation's leading disaster recovery contractors, deploying across North America from its permanent disaster response facilities in Florida, Texas and Minnesota. Since its founding in 1976, Ceres has been awarded over **\$1.7 billion in FEMA-funded disaster recovery projects** across the United States. While under contract for one billion dollars, Ceres was able to complete the work for about half that amount, saving hundreds of millions of dollars for the Government. The U.S. Army Corps of Engineers officially evaluated **Ceres' overall performance during the Katrina cleanup as "Outstanding"**. **Ceres was specifically noted for use of local contractors; quality, efficiency and swiftness of performance; and cooperation while managing a changing and evolving work scope.** Since 2004, Ceres has been directly involved as a prime contractor in post-event recoveries from such major hurricanes as Irene, Ike, Gustav, Dolly, Wilma, Rita, and Katrina.

Our mission is to serve units of Government with time-critical disaster recovery and heavy construction services. We have an enviable reputation for speedy deployment, excellent work, and experienced site management. After 36 years of doing demanding work in almost every U.S. state and territory, Ceres is still known for keeping its promises: **Ceres has never defaulted on a contract, failed to complete a contract, nor had any client denied reimbursement.** An evaluation from the Department of the Navy is typical: *"perhaps the finest contractor I have worked with...."* Ceres always adheres to the highest standards of quality, integrity and safety.

The core competencies Ceres commits to every project are:

- Rapid Deployment
- Experienced Project Management
- Financial Stability
- Owned Equipment, and
- Trusted Subcontractors



Rapid Deployment

Over the years, we have developed and refined our ability for rapid response mobilizations. In Cameron County, Texas, Ceres representatives and equipment were in place before Hurricane Dolly hit and a representative of the Ceres Advance Team sheltered in the County Emergency Operations Center before and during landfall with the County officials. In Jefferson Parish, LA, Ceres hauled more than 45,000 cubic yards on the first day of operation. In Kansas City, MO, more than 200 trucks were hauling within 72 hours of contract award. In Florida's Operation Blue Roof, Ceres had more than 180 roofers installing temporary roofs within 72 hours of contract award. For Hurricane Andrew, Ceres provided the U.S. Army Corps of Engineers with 25 new chippers, along with 25 trucks and associated crews within 48 hours of contract award. The clients' performance requirements were met or exceeded throughout the contracts and subsequently, available contract extension options were exercised.

Ceres uses local "teaming partners" as well as strategically placed owned equipment staging and office locations in Sarasota, FL; Bonifay, FL; Houston, TX; and Brooklyn Park, MN. Ceres can provide significant equipment and staffing within 24 hours of storm subsidence.

Experienced Project Management

The company has forty-seven full-time professional and managerial staff with disaster experience. Our staff holds degrees in areas such as: Business Administration, Civil Engineering, Forestry, Geology, Science and Accounting. As part of the Company's dedication to quality and safety, many of Ceres' management staff are U.S. Army Corps of Engineers certified in Construction Quality Management; have been certified by FEMA in NIMS; are Red Cross certified in first aid; and have completed OSHA's 40 hour safety training course. Ceres' management is also experienced in a wide variety of geographic conditions. Their work histories include all of the U.S. Gulf states, Hawaii, Alaska, Puerto Rico, Thule, Greenland and Ascension Island.

Ceres' management has demonstrated its ability to respond to large-scale events. Shortly after Hurricanes Katrina and Rita in 2005, the U.S. Army Corps of Engineers (USACE) awarded Ceres a \$1 billion contract for disaster response, including: loading, hauling, reducing, and disposing of debris and white goods; trimming and removal of hazardous trees; demolition of storm damaged buildings; collection of household garbage; environmental sampling and monitoring of disposal sites; and life support services. This contract covered 11 Louisiana Parishes and required the operation of 54 reduction/disposal sites. Ceres achieved a record-setting mobilization, hauling more than 45,000 cubic yards of debris in its first day on the job (from Jefferson Parish, LA). Ceres rapidly achieved large-scale capacity, reaching a maximum production of 194,584 cubic yards per day and eventually hauling, reducing, and disposing over 13.4 million cubic yards of debris, over 315,000 units of white goods, while trimming or removing over 165,000 hazardous trees.

Ceres has the resources and experience to handle multiple events and locations. During the summer of 2008, Hurricanes Dolly, Gustav and Ike all impacted the Gulf Coast. When Dolly hit the Texas coast Ceres was ready, with people and equipment already on the ground in Cameron County, TX. As Ceres' response to Dolly was wrapping up, Gustav hit Louisiana, and two weeks later Ike hit the Houston, TX area. Ceres responded quickly to both new storms, performing in eleven different locations covered by separate debris removal contracts in Texas and Louisiana.

Following Hurricanes Katrina, Rita, and Wilma in 2005, Ceres performed several other emergency response contracts—often at the same time—including: Katrina debris removal for the City of Biloxi; Hurricane Wilma debris removal for the City of Palm Beach Gardens, FL; Katrina debris removal for the Parish of Terrebonne, LA; and the installation of over 22,000 temporary roofs on private residences in two states under two separate “Blue Roof” contracts with the U.S. Army Corps of Engineers (USACE). During this same period, Ceres maintained its schedule on its non-disaster construction and environmental work for the US Department of Agriculture, the Army Corps, and other customers in CA, TX, AR, MN, and PR.

Our successful experience in multiple response situations as well as our substantial resources and teaming relationships, assures that Ceres performance on this project will be to the Client's utmost satisfaction.

Ceres' management has demonstrated its commitment to safe operations. Safety is a key component of our company. We bring this emphasis to our debris management work as shown by four important awards. We were a 2011 and 2009 Recipient of the National Safety Council (NSC) Occupational Excellence Achievement Award. This award recognizes outstanding safety achievements among its members and is designed to help promote the prevention of workplace injuries and illnesses. In 2010, we received a Perfect Record Award for operating an entire year without occupational injury or illness and a Million Mile Club award for driving without a Preventable Incident.

In 2007, Ceres received the Million Work Hours award from the NSC. The award is for 1,000,000 work hours without occupational injury or illness involving days away from work during our Hurricane Katrina debris work.

In 2008, Ceres performed sixteen separate debris removal missions following ice storms, flooding, and hurricanes Dolly, Gustav and Ike. During the performance of these missions, there were zero lost time injuries.

Ceres' management has demonstrated its commitment to superior performance and customer satisfaction. During 2005, Ceres' pre disaster event contracts with Terrebonne Parish, LA and Palm Beach Gardens, FL were activated in response to Hurricanes Katrina and Wilma. Ceres had management staff on the ground before either hurricane made landfall. Katrina and Rita work in other places already had Ceres fully mobilized and in the midst of moving millions of cubic yards of debris and



installing thousands of temporary roofs in Mississippi and Florida. Nevertheless, the City of Palm Beach Gardens received such a high level of service that they evaluated Ceres' performance as "Exceptional."

Ceres' management has demonstrated a high level of capability and adaptability. During its performance of Hurricane Georges recovery work for the USACE in Puerto Rico, Ceres rapidly mobilized equipment and personnel from the mainland and operated 17 temporary reduction sites over an area of 3,000 square miles across the island of Puerto Rico. Eventually, Ceres reduced, processed, and sorted more than 2.3 million cubic yards of debris, while simultaneously hauling and disposing of 1 million cubic yards of debris (and processed material), and installing approximately 3,000 temporary roofs. Ceres handled this challenging project despite the fact that it was Ceres' first project in a place where English was not the native language; and where qualified subcontractors did not exist. Ceres management responded with multi-lingual project leadership, who hired and directly managed more than 1,400 local employees. This project earned a high customer evaluation.

Ceres' personnel are trained in FEMA regulations and are schooled in the use of FEMA Public Assistance Debris Management Guide FEMA 325/July 2007, as well as additional resource books Public Assistance Guide FEMA 322/June 2007 and Public Assistance Policy Digest 321/January 2008.

Financial Stability

Ceres' excellent financial stability means that it can provide performance and payments bonds from treasury-listed carriers in amounts in excess of \$400M per single project. During the 2005 storm season, Ceres provided bonds for three concurrent Army Corps hurricane response projects with contract award amounts of \$1B, \$60M, and \$50M. With more than \$50M in liquid working capital and additional credit lines available, Ceres has unrivalled access to the levels of working capital necessary to keep its promises and handle the biggest and most complex jobs. What is more, owner David McIntyre has personally committed an additional \$40M of working capital, totaling \$90M available to further deepen the financial reserves of the company.

Owned Equipment

Ceres owns more than 450 pieces of disaster response equipment. Ceres invests heavily in owned equipment because it assures rapid response times, provides additional flexibility and direct management control.

Because of its extensive company-owned fleet, Ceres can send equipment and personnel to respond to a disaster regardless of the availability of subcontractors. On a 2002 storm debris project, for Kansas City, MO, Ceres provided equipment for a project requiring completion within 16 days of contract award (the first pass required hauling over 500,000 cubic yards). Ceres successfully met the 16 day first pass deadline and the Kansas City Project Manager in charge won an award for his outstanding disaster response performance.



Ceres owns all the life support equipment needed for supporting its own personnel including: mobile living quarters, food supply, large potable water supply tanks, and large septic storage systems. These systems have saved valuable management time in responses to such higher category storms as Katrina. Ceres also has available life support systems for project-wide support and Government personnel. In Ceres' Jefferson Parish, LA response following Katrina, for example, Ceres provided total life support for more than 400 people, and subcontractor fueling services for enough equipment to move 70,000CY of debris per day.

Ceres owns four self-contained office trailers including satellite internet connections and satellite phones as well as additional loaner satellite cell phones for the customers' management teams. Ceres regularly supplies rental satellite phone service to its clients.

Trusted Subcontractors

Ceres maintains one of the industry's largest networks of pre-screened and fully qualified subcontractors, including local vendors and preferred vendors. Our subcontractors are evaluated on many levels, including past performance, equipment and personnel availability, mobilization timeframes, insurance, and cost. Ceres knows that a big part of local recovery is economic, so Ceres always strives to employ qualified local labor. The subcontractors are also grouped in Response Regions based on distance from Sumter County's service area in order to facilitate contacts if and when pre-event mobilization plans are activated.

It is the formal policy of Ceres to utilize local subcontract services in the performance of the proposed contract to the maximum extent possible. In the emergency disaster response and recovery activities carried out under the contract, preference will be given, to the extent feasible and practicable, to those organizations, firms, and individuals residing or doing business primarily in the area affected by such major disaster or emergency. Ceres recognizes the advantages obtainable by utilizing other responsible and experienced firms capable of furnishing specialty services and products of high quality, but first priority will be given to those subcontractors who are from the area or regularly do business there. During Ceres' Army Corps contracted disaster relief response in the state of Louisiana following Hurricane Katrina, local contractors received 55.9% of the total dollars paid to Ceres.

In accordance with Ceres Corporate policies, it is our practice to use Local and other Small Businesses (SB) and also HUBZone, Veteran-Owned (VO), Service Disabled Veteran-Owned (SDVO), Small Disadvantaged (SDB), Women-Owned (WOSB), Historically Black Colleges and Universities (HBCU), and Minority Institutions (MI) for the provision of equipment, labor, services, and supplies to the maximum extent possible. In our most recent reporting on our federal contracts, we exceeded our goals in each of the applicable categories. This report shows that Ceres paid Small Business Concerns 75.6% of the total dollars, with 12.0% going to SDBs, 13% to WOSBs, 3.3% to HUBZone SBs, 11% to VOs, and 9.5% to SDVOs.

While Ceres' database of screened and qualified subcontractors consists of over 6,000 firms from all across the country, Ceres intends to draw from a more select list of regionally based subcontractors to provide the highest level of performance, including rapid mobilization. Other firms that have shown exemplary performance standards in previous disaster recovery efforts are included in this list.

In Ceres' subcontractor registration process, all potential firms are required to demonstrate their knowledge of the disaster recovery process, including safety, knowledge of FEMA related topics, eligible debris, etc. After careful scrutiny, the firms that meet Ceres' rigorous standards are added to the list of preferred subcontractors. Additionally, after each disaster recovery project, Ceres managers go through a complete performance evaluation of each subcontractor that worked on the project.

All subcontractors have been screened through the Excluded Parties List System and only those shown to have no history on the list will be chosen for this project.

Qualities and Attributes

Reliable

In 1997, Ceres was selected by the United States Air Force for an emergency demolition project at Thule Air Base, Greenland, 700 miles from the North Pole. This difficult demolition project consisted of a large, severely damaged building that was in imminent danger of collapsing on a critical Early Warning Radar station protecting the U.S. East Coast. Unique project challenges included air



lifting a 70,000 pound piece of specialized demolition equipment to Greenland and performing the work during October with limited daylight, severe cold, and the danger of strong winds in excess of 200 mph

coming off the Greenland glacier. Ceres was given an outstanding rating for its performance on this project.

Respected

National magazines, including *Biocycle* and *Wood Waste Recycling*, have featured Ceres' urban wood waste recycling efforts and emergency debris management services. Ceres was also the honored recipient of the Minnesota Governor's *Certificate of Commendation* in 1995 for our innovation in the tree recycling industry. We have numerous letters of recommendation and high post project evaluations.

Experienced

Ceres has performed disaster recovery work on more than 95 FEMA-reimbursed contracts in excess of \$700M, and has been repeatedly selected by federal and local government agencies for pre-event emergency response contracts. Ceres has performed emergency work contracts of less than \$25,000 and up to \$1 billion. Our clients have provided excellent references based on their satisfaction with our work. Our experience makes us a superb choice for cities and counties that need the security of a proven company. Ceres has also been selected for large demolition and construction projects contracted by the U.S. Air Force, Navy, and Army.



Our expertise in large construction projects also provides us with the managerial expertise necessary to organize and perform major public projects such as disaster cleanup. Ceres has performed superbly in construction projects ranging from a large park in Puerto Rico with athletic fields and 30 structures, to

levee repair work, to renovation of an underground park in Kentucky. This history exhibits the technical expertise that ensures all of our customers are pleased with their selection of Ceres.

Capable

Ceres is staffed by professionally trained individuals with more than 200 collective years of experience in disaster recovery management. Ceres provides regular on-going training for field employees as well as our professional staff. Ceres' superintendents carry the following certifications and formal training: USACE certification for Quality Control; FEMA NIMS; 30-hour Construction Safety accreditation; and Hazwoper 40-hour training. Selected Superintendents also have training in asbestos and lead abatement. Ceres also provides its employees with outside disaster response training through FEMA-sponsored courses.

The U.S. Army Corps of Engineers evaluated numerous offerors on their project management capabilities and experience and selected Ceres for an award as an Advance Contract Initiative Disaster Debris Management Contractor.

Safe

We take special care to minimize the risk of injury in the disaster area to both our workers and the general public – safety first. It is the practice of Ceres to employ a full-time Health and Safety Officer. The Health and Safety Officer is responsible for overseeing Ceres' field Safety Officers who are experienced in various aspects of safety compliance relative to construction activities, industrial hygiene and traffic safety. Safety Officers possess a variety of qualifications including: OSHA 10-hour and 30-hour training certifications; First Aid and CPR; and Hazwoper 40-hour certifications. Ceres' full time field employees have CPR/First Aid/AED training.

In 2010, we received a **Perfect Record Award** for operating an entire year without occupational injury or illness and a **Million Mile Club** award for driving without a Preventable Incident.



There were no lost time injuries during all of Ceres' 2005 temporary roofing operations with over 22,000 roofs installed. In 2004 with over 1,000 workers in the field, no lost time injuries occurred on any of our projects during disaster recovery operations across nineteen Florida counties.

Ceres was named a recipient of the **Million Work Hours Award** for our superb safety record on the Katrina Debris project for the U.S. Army Corps of Engineers. This award and others can be found on our website at <http://ceresenvironmental.com/about-us/safety/>.

FEMA Knowledgeable

Ceres has more than 20 years of successful FEMA-reimbursed disaster work. Ceres' management staff has a long tenure with strong expertise in FEMA requirements for documentation, eligibility, general rules compliance, and methodologies.

Ceres augments staff FEMA experience with certified FEMA training classes for its general management. Ceres has assisted numerous clients during the post-disaster reimbursement application process, and our clients have never been denied reimbursement for our work. For example, two years after one project was completed, FEMA conducted an audit of that City during which the City was unable to provide complete truck certification logs. FEMA indicated that due to the missing truck documentation, they intended to take a reimbursement reduction from the City in excess of \$1,000,000. When the City notified Ceres about this matter, Ceres was able to provide the missing information from its well-organized records; the City subsequently received all of its eligible reimbursement without any reduction.

Community Relations

One of Ceres' most important support functions in the event of a natural disaster is to help Sumter County officials engage in community relations. Ceres provides important resources for keeping residents informed on the progress of cleanup.

Toll Free Hotline and E-Mail Management

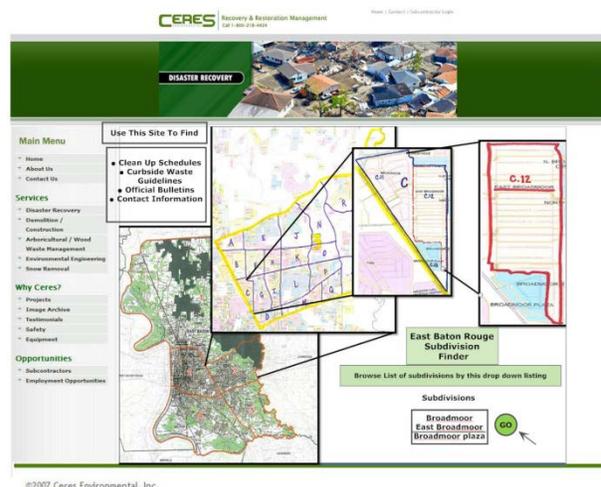
Large phone and e-mail traffic from concerned residents are a part of every natural disaster. Ceres maintains a toll free Storm Hotline that is staffed and accessible 24 hours a day, 7 days a week to handle questions, concerns or complaints related to clean-up: **1-877-STORM12**. The number is prominently displayed on all Ceres equipment working the clean-up area. Ceres monitors call and e-mail volume, and establishes additional toll free numbers and enlists additional staff whenever greater capacity is required to ensure maximum community responsiveness.

All call center staff keep a log of incoming calls and e-mails, record the address of the reported incident, resident name, reported complaint, date and time of reported incident, and the truck number (if applicable). All call logs are collected and managed by Ceres' Customer Contact Database Group.

This group compiles all incoming resident communications and organizes them into date/time of receipt and response priorities. Trained Ceres account executives sort through messages and identify time-sensitive incidents such as broken water lines, which would receive immediate attention. Each account executive identifies all the pertinent information, investigates the reported incident, and ultimately locates the responsible crew if fault is found. Reports from this database will be accessible daily or weekly and can be disbursed to Sumter County officials accordingly.

The CeresWeb™ Cleanup Clearinghouse Web Site

Ceres has developed a Web-based disaster-response data clearinghouse specifically designed to provide vital cleanup information and inform residents and businesses of the progress of cleanup in their area. **CeresWeb™** enables residents to rapidly identify their location - right down to the individual neighborhood - and access vital cleanup information, such as debris collection instructions, the latest cleanup scheduling for their area, contact



information, etc.

CeresWeb™ gives Sumter County a vital communication tool to employ when seeking to keep residents as informed as possible when handling a natural disaster.

Client Satisfaction-Oriented

Ceres is in business to serve governmental agencies. We recognize that providing customer satisfaction is critical to our success. Our satisfied customers and the commendation letters and evaluations quoted below speak for themselves.

[Ceres] showed extreme reliability and dedication in the midst of chaos... Ceres Environmental has my highest recommendation.

James A. (Jimmie) Stephens, County Commissioner, Jefferson County, Alabama

I would like to officially express my gratitude and admiration for your leadership and expediency of action in providing the Corps of Engineers with logistical and operational support. I feel confident that with leaders like you the Corps of Engineers and the State of Louisiana will have little difficulty in continuing to succeed in the recovery mission.

Wesley Todd, Mission Manager, U.S. Army Corps of Engineers

The City of Palm Beach Gardens recommends Ceres Environmental as a responsive Contractor

David Reyes, Operations Director, City of Palm Beach Gardens

...I would like to thank Ceres and all of its personnel for the services that you provided during this most trying of times. I thought that you and your staff handled yourselves in a most professional manner and it was a pleasure working with you.

Don Brandon, P.E, County Engineer, Chambers County, Texas

Perhaps the finest contractor we've worked with.

This quote was taken from the official Navy project performance evaluation of Ceres.
Department of the Navy, Naval Facilities Engineering Command, El Centro CA.

While many out of state contractors used this opportunity to take advantage of the situation, your organization rose above the rest with superior customer service...

James A. Randolph, Asst. to the Town Manager, Town of Windsor, VA

This letter is to strongly recommend Ceres Environmental Services, Inc., as a government contractor.

William T. Hopkins, Director of Planning, Engineering and Public Works, Town of Smithfield, VA

Ceres has given us exemplary service. They have been responsive to the needs that are unique to our County, they have advised us of FEMA regulations, they have made suggestions to save the County money and most importantly they conducted their business in a professional manner....I have been most impressed by their thoroughness and flexibility.

Donald M. Long, Director of Public Works, County of Isle of Wight, VA

I would like to thank Ceres for the excellent job Ceres did an excellent job in the coordination and the removal of tree damage that occurred.... I would highly recommend them for any future cleanup because of the proficiency and timely manner in which they operated.

Tim Stevens, Superintendent of State Highways, Kentucky State Highway Department

2.3.1 Key Personnel Resumes and Employee Certifications

Ceres Environmental Services, Inc. corporate officers are: David McIntyre, Owner and Chief Executive Officer; Troy Garrett, President; Steven M. Johnson, Secretary; and David A. Preus, Assistant Vice President. Ceres has additional professional staff holding degrees in: Civil Engineering, Business Administration, Forestry, Geology, Science, and Accounting. As part of the Company's dedication to quality and safety, many of Ceres' management staff are U.S. Army Corps of Engineers-certified in Construction Quality Management, are FEMA-certified in NIMS, are Red Cross-certified in first aid, and have completed OSHA's 40-hour safety training course. Ceres' management has worked extensively on FEMA-reimbursed contracts, and has demonstrated its ability to respond to large-scale events.

David A. McIntyre, Owner and Chief Executive Officer

During the last 36 years, Mr. McIntyre has led the successful performance of 95 FEMA reimbursed contracts distinguishing himself by his ability to efficiently apply capital resources, assemble teams of highly competent people, and provide a high-quality end result for satisfied customers. Mr. McIntyre has led the emergency debris removal and response operations on 15 hurricanes, 7 temporary roofing installation contracts, 9 ice storms, wind storms, and floods collecting, transporting, processing, and disposing of millions of cubic yards of storm generated debris. Mr. McIntyre has also provided leadership and direction to over 95 construction, demolition, abatement, clearing, and grinding projects for the federal government including U.S. Army Corps of Engineers, U.S. Navy, U.S. Army, U.S. Air Force, U.S. Department of Interior, U.S. Department of Agriculture, LA DOTD, TX DOT, and multiple cities, local municipalities, and public agencies. Mr. McIntyre has graduate coursework in Physics, Chemistry, and Mathematics from the University of Minnesota Institute of Technology and University of Minnesota.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011.** Provided management oversight for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Alabama Tornadoes 2011.** Provided management oversight for response to record-setting tornadoes that hit the Southeast. Presided over four contracts in Alabama, including management of over 1 million CY of debris in Jefferson County.
- **Haiti 2010-present.** Oversight of response to the devastating earthquake that hit Haiti in January 2010. Provided management oversight of survey contract for the IOM and the TDSR site management contract for the Haitian Ministry of Public Works and Communications (MTPTC).
- **Hurricane Ike 2008,** Presided over debris collection, transportation, and disposal on 11 different contract locations in Texas and Louisiana
- **Hurricane Gustav 2008,** Oversight of collection, transportation, processing, and disposal of over 1.9 million cubic yards of debris; Trimming and removal of hazardous trees in Louisiana
- **Hurricane Dolly 2008,** Provided oversight and management guidance in debris collection, transportation, recycling, and disposal in Texas
- **Hurricane Wilma & Rita 2005,** Directed debris collection, transportation, and disposal; Emergency temporary roofing installation in Florida
- **Hurricane Katrina 2005,** Lead Project Manager for collection, transportation, processing, and disposal of over 13 million cubic yards of debris; Trimming and removal of over 165,000 hazardous trees; Asbestos abatement and demolition of 916 buildings; Decontamination and disposal of over 315,000 white goods in 11 Louisiana Parishes; Emergency temporary roofing installation of over 21,000 buildings in 32 Mississippi counties
- **Hurricane Ivan 2004,** Project Manager in collection, transportation, and disposal of over 680,000 cubic yards of debris including the processing of over 505,000 cubic yards of debris in Florida
- **Hurricane Jeanne & Frances 2004,** Managed the collection, transportation, and disposal of over 404,000 cubic yards of debris in 13 Florida counties
- **Hurricane Charley 2004,** Directed Debris collection, transportation, and disposal; Emergency temporary roofing installation in 4 Florida counties
- **Hurricane Isabel 2003,** Project Management to debris removal and disposal in Virginia
- **Hurricane Floyd 1999,** Lead Project Manager to debris removal and disposal in North Carolina

- **Hurricane Georges 1998**, Presided over collection and disposal of over 2.3 million cubic yards of debris; Management of 17 TDSR sites; Emergency temporary roofing installation on over 3,000 buildings in Puerto Rico
- **Hurricane Andrew 1992**, Lead Project Manager to debris collection, transportation, and disposal; Provided USACE with 25 new chippers/grinders with 48 hours in Florida

CERTIFICATIONS/TRAINING

- Licensed Florida General Contractor

Troy W. Garrett, MBA, President

Mr. Garrett brings extensive experience from both the business world and the military to his role as President of Ceres Environmental Services, Inc. A graduate of West Point, he served seven years in the Army as a decorated infantry officer and was awarded the Meritorious Service Medal. Prior to his role at Ceres, Mr. Garrett served as President & CEO of Lucia Group, a specialty contracting company and in several executive roles at Linbeck Group, one of the nation's larger program and construction management firms. As President of Ceres, he oversees company operations by building effective teams that insure production efficiency, quality, service, and cost-effective management of resources; promoting the company to local, regional, national, and international constituencies, and approving company operational procedures, policies and standards.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011**. Provided management oversight for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Alabama Tornadoes 2011**. Management oversight of four separate projects in response to the April tornadoes. Responsible for contract capture and communication with clients.
- **President & CEO** — Lucia Group, LLC, 2004-2009. Selected to lead this regional contracting firm specializing in the design and construction of building enclosure systems with 450 employees and operations in six states. Directed all strategic and business planning, business development, budgeting, estimating, project management, procurement and inventory control, union/nonunion relations, risk management and reporting. Partnered to complete the first LEED® Platinum project in Texas.
- **Linbeck Group, LLC, 1994-2004**. Mr. Garrett served in several management and executive roles for this highly regarded program and construction management firm providing strategic vision, business development, program management and consulting expertise. Career highlights include:
 - Vice President, Client Executive. Consulted and guided Boards and C-level executives in the planning, design and construction process to include programming, concept analysis, project and construction budgeting, team selection and scheduling. Assembled highly talented construction teams and was responsible for delivery and commissioning of several larger institutional projects.
 - Vice President, Business Development. Led the company's business development efforts and cultivated relationships with major clients including universities, private schools and civic organizations yielding over \$170 million in new business. Led the senior administration team at Baylor University in the development of the Baylor 2012 Housing Plan, a multiphase strategic plan adding 900+ housing units to the existing campus. Cultivated key relationships that led Linbeck to secure the \$110 million Winspear Opera House project in Dallas.
 - Regional Manager. Established a new office and led the acquisition of a company that expanded the company's operational reach into the New England market.
 - Team Manager. As the client lead for negotiated design work, analyzed the client's business goals and led Linbeck's efforts in the planning, design and construction of major commercial projects. Provided leadership for staffing, budgeting, scheduling and project management.
- **United States Army, Infantry Officer, 1987-1994**. R&D Project Manager / Battalion Logistics Officer / Infantry Platoon Leader. Seven-year military career as a decorated commissioned officer highlighted by increasingly responsible positions based on exemplary leadership. Led and trained

40 soldiers in military and technical skills, often in conjunction with foreign militaries throughout the Far East. Directed the logistics for a 550-man battalion with \$70+ million in equipment

CERTIFICATIONS/TRAINING

- MBA Finance, Auburn University, Auburn, Alabama
- BS Engineering, United States Military Academy at West Point, West Point, New York
- OSHA 30-Hour Certified
- Military HAZMAT Training Certification

David A. Preus, Assistant Vice President, Project Manager

Mr. Preus has 14 years of experience with Ceres Environmental Services, Inc. directing the Emergency Management Services Division and providing project management on over 60 FEMA reimbursed disaster recovery contracts including 12 hurricanes and 7 ice storms, wind storms, and floods. Mr. Preus has managed and provided supervision to multiple Emergency Temporary Roofing Installation projects for the U.S. Army Corps of Engineers and multiple cities and counties totaling more than 40,000 homes and management of more than 800 workers. Mr. Preus leads and provides overall guidance to the company's Emergency Response Team in the areas of preparatory, mobilization, and implementation of operations. Mr. Preus holds a MBA from University of Minnesota Carlson School of Management and Bachelor's degree in History from University of Minnesota.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011.** Provided management oversight for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Alabama Tornadoes 2011.** Management oversight of four separate projects in response to the April tornadoes. Responsible for contract capture and communication with clients.
- **Haiti Earthquake 2010.** Project Manager working with the International Organization for Migration on camp population and needs. Managed transitional housing prototypes.
- **Hurricane Ike 2008,** Project management and operations management in 3 counties in Texas to clear and haul hurricane debris
- **Hurricane Gustav 2008,** Project Manager for emergency debris removal and disposal of over 1.9 million cubic yards of storm debris; Trimming and removal of hazardous trees; Removal and disposal of white goods in Vermillion and East Baton Rouge Parishes
- **Hurricane Dolly 2008,** Project management and operations management for removal, reduction, and disposal of hurricane debris in Cameron County, Texas
- **Floods 2008,** Project management oversight for emergency response operations in the removal and disposal of flood debris, white goods, and household hazardous waste in Waterloo, Iowa
- **Ice Storm 2007,** Project management and logistics for the hauling and disposal of vegetative debris generated by the ice storm simultaneously in cities of Broken Arrow and Nichols Hills, OK
- **Hurricane Wilma & Rita 2005,** Project Manager for the emergency temporary roofing installation operations in both Miami-Dade and Monroe counties, Florida.
- **Hurricane Katrina 2005,** Project Manager for emergency temporary roofing installation including more than 21,000 homes and buildings throughout 32 MS counties. Operations Manager for PPDR project for removal of over 13 million cubic yards of debris throughout 11 LA Parishes
- **Hurricane Ivan 2004,** Project management for removal and disposal of debris of over 680,000 cubic yards of hurricane debris and the processing of over 505,000 cubic yards of vegetative debris in Florida
- **Hurricane Jeanne & Frances 2004,** Project Manager and Operations Manager for removal of over 404,000 cubic yards of debris; Emergency roofing installation operations in 13 FL Counties
- **Hurricane Charley 2004,** Operations Manager for temporary emergency roofing installation in 4 Florida Counties
- **Hurricane Isabel 2003,** Project Manager and Operations Manager for removal and disposal of hurricane debris; Trimming and removal of hazardous trees in Virginia
- **Ice Storm 2002,** Project Manager for removal and disposal of over 510,000 cubic yards of hazardous trees and other vegetative debris in Oklahoma

- **Hurricane Georges 1998**, Project Manager for removal, reduction, and disposal of 2.3 million cubic yards of mixed hurricane debris; Management of 17 TDSR sites; Emergency temporary roofing installation to more than 3,000 buildings in Puerto Rico

CERTIFICATIONS/TRAINING

- Department of Homeland Security GS-202, Debris Management
- USACE CQM certified
- FEMA IS-100 certified
- First Aid/CPR certified

Steven M. Johnson, Corporate Secretary and Operations Planner

Mr. Johnson has worked for Ceres Environmental Services, Inc. as a Project Manager, Operations Manager, and Business Manager for 28 years. Mr. Johnson is a Corporate Officer and has responsibilities that include corporate and project financing; personnel hiring and training; contract negotiations; insurance administration; project management; planning and scheduling, customer relations; and direction of corporate marketing activities. In addition, Mr. Johnson has been responsible for management of the corporation's wood waste processing, air curtain burning, and composting business. He has several years of management and support to numerous private, municipal, state, and federal debris removal, recycling, and processing projects. He actively participates in speaking engagements relating to various company projects and unique technologies. Mr. Johnson holds a Bachelor's degree in Forest Resources from the University of Minnesota.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011**. Project administration, safety and support for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Alabama Tornadoes 2011**. Project administration, safety and support for four separate projects in response to the April tornadoes.
- **Haiti Earthquake 2010-present**. Project administration, safety and support for Haiti earthquake recovery projects.
- **Hurricane Ike 2008**, Project administration, safety and support for debris removal and disposal for 11 different locations; Supervision of contract procurement and compliance in Texas and Louisiana
- **Hurricane Gustav 2008**, Project administration, safety and support for debris removal, processing, and disposal of over 1.9 million cubic yards of storm debris in Louisiana
- **Hurricane Dolly 2008**, Project administration, safety and support, insurance administration to debris removal, processing, and disposal in Texas
- **Hurricane Wilma & Rita 2005**, Project administration, safety and support for debris removal and disposal; Emergency temporary roofing installation; Supervision of contract procurement and compliance in Florida
- **Hurricane Katrina 2005**, Project Administrator managing financing, bonding, and insurance; Contract procurement and compliance for debris removal, processing, and disposal operations of over 13 million cubic yards of storm debris in Louisiana
- **Hurricane Ivan 2004**, Project administration and support for debris removal and disposal in FL.
- **Hurricane Jeanne & Frances 2004**, Project Administrator, insurance administration, and management support for debris removal and disposal in 13 Florida counties
- **Hurricane Charley 2004**, Project administration, insurance administration, safety and support for debris removal and disposal; Emergency temporary roofing installation in 4 Florida counties
- **Hurricane Isabel 2003**, Project Administrator for debris removal and disposal in Virginia
- **Hurricane Floyd 1999**, Project Administrator, safety supervision, and insurance administration for debris removal and disposal in North Carolina
- **Hurricane Georges 1998**, Project Administrator, managing financing, bonding, and insurance for debris removal, processing, and disposal of over 2.3 million cubic yards of hurricane debris in Puerto Rico

- **Hurricane Andrew 1992**, Project administration, management of financing, bonding, and insurance for debris removal and disposal in Florida

CERTIFICATIONS/TRAINING

- FEMA certified ICS-100, ICS-200, IS-300, IS-400, NIMS IS-700
- OSHA Construction Safety & Health certified
- First Aid/CPR certified

William Hitchcock, FEMA Reimbursement Liaison

Mr. Hitchcock provides expertise in assisting customers prepare Project Worksheets in all areas of application from FEMA categories A to G. His past years of project management experience with FEMA, both prior to and after its incorporation into the Department of Homeland Security, provide him with the knowledge to ensure all applications for reimbursable work are correctly made and documentation in the field is adequate for later funding. Mr. Hitchcock has a Bachelor's degree in Civil Engineering from the University of California Los Angeles (UCLA).

PROFESSIONAL EXPERIENCE

- **Project Officer for the U.S. Department of Homeland Security – FEMA**, with experience following 7 hurricanes and the September 11 terrorist attacks
- **National Project Officer – FEMA**, for Disaster Relief including supervision and training of personnel.
- **Project Administrator – FEMA**, worked with local government on FEMA's behalf to identify damage or disaster-related costs, develop a scope of work eligible for Federal funding, prepare cost estimates, and prepare grant documents capturing the information for processing of various categories A-G
- **Hurricane Katrina 2005**, Coordinated monitoring and oversight for debris operations with FEMA during the relief efforts for in the Gulf Coast and South Florida areas; Participated in efforts for individual assistance as well as public assistance pertaining to damage assessments for Federal eligibility of funding
- **Hurricane Isabel, Charley, Frances, Ivan, and Jeanne, and September 11 terrorist attacks**, Supervised and trained personnel on disaster response and relief efforts including monitoring debris disposal, removal operations, mobile home operations, and construction inspections; Participation in kick-off meetings and completion of Project Worksheets for all Categories A-G; Participation in planning, coordinating, and scheduling of FEMA Public Assistance issues pertaining to eligibility guidelines
- **Hurricane Andrew 1992**, Inspection and supervision of redevelopment and renovations of areas affected by the hurricane; Engineering inspections for new construction and rebuilding; Threshold inspections and special inspections of buildings or structures of unusual size, height, and design, as pursuant to Section 305.3 of the South Florida Building Code

CERTIFICATIONS/TRAINING

- FEMA Operations (FEMA Public & Individual Assistance, FEMA Debris Assistance, FEMA Public Assistance Guidelines; EEOC Operations; FEMA Coordinating Disaster Relief Management; Planning Undercover; Covert Operations Security Training; Instruction Law Enforcement; Agent Supervision Interviewing & Interrogations; Federal, State and Local Regulations; Expert Witness Experience; Employee Relations; Staff Development Search; Seizure)
- Professional Career Development Institute, Professional Construction Management

Gail M. Hanscom, Contract Administrator, Project Manager

Ms. Hanscom has provided project management to multiple debris removal projects. Ms. Hanscom, in conjunction with her project management, also manages preparatory, mobilization, and implementation phases of emergency response actions for debris projects. She has performed multiple duties supervising field operations including oversight for mobilization, accounting, planning and scheduling, documentation, data management, and human resources personnel. Ms. Hanscom has also functioned as Project Superintendent and Area Manager. Ms. Hanscom also provides contract administration with customers, assists in researching contracts, and submitting pre-position bids and proposals. Ms. Hanscom holds a Bachelor's degree in Business Management from Northwestern College, Minnesota.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011.** Provided contract management and acted as client liaison for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Hurricane Irene 2011:** Project Manager for Greenville, NC response and recovery efforts. Oversaw debris removal, hauling and disposal and tree and limb trimming. Ceres removed 113,512 CY of debris, trimmed 2,111 hangers, and removed 71 trees.
- **Alabama Tornadoes 2011;** Project Manager for Jefferson County, Alabama. Managed removal and reduction of over 1 million cubic yards of tornado debris.
- **Haiti Earthquake 2010,** Project Manager of the Registration Process of the displaced populations in the hundreds of established and spontaneous camps in the seven commune area surrounding Port-au-Prince and the outlying areas. Worked with the International Organization for Migration (IOM) to assess the camp populations and their needs to aid in the eventual allocation and delivery of housing and other life-sustaining resources.
- **Hurricane Ike 2008,** Project Manager of the Chambers County cleanup; Ceres hauled 330,000 CY meeting the County's deadline for completion of work while maintaining high safety standards
- **Hurricane Dolly 2008,** Project management for debris removal, processing, and disposal; Supervised load and haul crews that hauled more than 400,000 cubic yards of debris from the ROW; Mobilized and operated field crews to remove, reduce and dispose of hurricane debris and provide cleanup services, while maintaining an exceptional safety record in Cameron County, TX
- **Hurricane Katrina 2005-2007,** Project Superintendent and interim Project Manager for Operation Blue Roof in Hattiesburg, MS; Responsible for successful completion of temporary roof repairs on 21,000 homes; Office management of all daily office operations; Oversight and supervision including accounting, planning and scheduling of daily assignments, data management, personnel hiring and supervision, and general contract administration with direct accountability to the U.S. Army Corp of Engineers. Responsible for final reconciliation of payment to over 100 subcontractors. Project administration for Private Property Debris Removal (PPDR) component of \$500 million USACE debris removal contract including facilitating the ramp-up phase in LA.
- **Environmental Education Instructor** Lutherans Outdoors, 2005, Program development and implementation. Instructed forest/fire ecology, water ecology, orienteering, astronomy, horseback riding and various other classes. Supervised large groups of students, adults, and staff.
- **Assistant to the Vice President & Treasurer,** Carleton College, 1994-2004, Organized and ensured the quality of all office operations by offering direct support to the Vice President and Treasurer. Maintained legal files, licensure renewals, accreditations, legal contracts, property files, and investment contracts.

CERTIFICATIONS/TRAINING

- Department of Homeland Security GS-202, Debris Management
- USACE CQM certified
- FEMA certified ICS-100, ICS-200, IS-300, IS-400, IS-700
- First Aid/CPR certified



Donald Kunish, Regional Director

Mr. Kunish brings his long experience in the emergency management industry to the Ceres team. His responsibilities include conducting business development activities with municipal entities including cities, counties, utility districts and other agencies that contract for storm services; acting as a “first responder” for the company with clients after storm or disaster events; and leading or assisting in the management of a contract after a storm or disaster event. He majored in sociology at the University of Florida, has been certified as a Florida Professional Emergency Manager (FPEM), and holds numerous FEMA certifications, as well as being a certified hazardous waste technician.

PROFESSIONAL EXPERIENCE

- **Minot and Ward County North Dakota Flood Fight, August – September 2011.** Project Manager for emergency levee removal in response to historic flooding in North Dakota. Duties include managing construction operations, client relations, contract administration, and supervision of subcontractors.
- **Alabama Tornadoes, April – July 2011.** Supervised tornado response in Alabama after the April 2011 tornadoes. Duties include managing debris operations, assisting with project forms, and supervision of subcontractors.
- **Florida Division of Emergency Management, 1998 – 2011.** Notable Disaster Experience: Deepwater Horizon, April to August 2010, SERT Plans Section Chief, State Emergency Operations Center, Florida; Operation Haiti Relief, January to February 2010, SERT Plans Section Chief, State Emergency Operations Center, Florida; Swine Flu Pandemic, May to December 2009, SERT Plans Section Chief, State Emergency Operations Center, Florida; Florida Flooding, April 2009, SERT Plans Section Chief, State Emergency Operations Center, Florida; Tropical Storm Fay, August 2008, SERT Incident Management Team Commander, Orange County, Florida; Groundhog Day Tornadoes, February 2007, SERT Incident Management Team Commander, Lake County, Florida; Hurricane Wilma, October to November 2005, SERT Incident Management Team Commander, Broward County, Florida; Hurricane Katrina, August to September 2005, Deputy Incident Commander, Florida Area Command, Stennis Space Center, Mississippi; Hurricane Dennis, July 2005, SERT Incident Management Team Commander, Santa Rosa County, Florida; Hurricane Jeanne, September to October 2004, SERT Incident Management Team Commander, Indian River County, Florida; Hurricane Ivan, September 2004, SERT Incident Management Team Commander, Escambia County, Florida; Hurricane Frances, September 2004, SERT Incident Management Team Operations Section Chief, Orange County, Florida; Hurricane Charley, August to September 2004, Charley Command Deputy Operations Section Chief, Charlotte County, Florida, State Emergency Response Team (SERT). Positions held included: Deputy Bureau Chief. Manage Florida’s Statewide Emergency Management all-hazards Planning, Training and Exercise Programs. Provide technical assistance to local, state or private agencies on preparedness planning, domestic preparedness planning including public and animal health related issues. Promote preparedness, response, mitigation and recovery initiatives with public outreach to include public speaking, internet based formats, and other published materials. Incident Management Team Commander. Prepare an Incident Management Team to respond to events caused by any hazard that warrant state level emergency operations, oversee operations of emergency events for state as well as county emergency management organizations, advise and consult county emergency management directors on state operational issues and general emergency management issues, provide public information during emergency events.

CERTIFICATIONS/TRAINING

- University of Florida, Gainesville, Florida, Bachelor of Arts, Sociology
- Florida Professional Emergency Manager, Florida Emergency Preparedness Association.
- All Hazards Incident Management Team and Incident Commander Position Specific Training
- ICS-100, ICS-200, IS-300, IS-400, IS-700, IS-800, IS-139, IS-195, IS-208, IS-230, IS-235, IS-240, IS-241, IS-242, IS-244, IS-271, IS-288, IS-293, IS-324, IS-340, IS-520, IS-634, G-137, G-193, G-195, G-196, G-197, G-202, G-265, O-400
- Hazardous Materials Technician (40 Hours)



Tia Laurie, Subcontractor Manager

Tia Laurie provides a background in several fields including construction, logistics, purchasing, and contracting. Ms. Laurie served with distinction as a Captain in the United States Army Corps of Engineers. Ms. Laurie led several topographical engineering units in Iraq, where she was **awarded a Bronze Star Medal**. Ms. Laurie is responsible for the overall subcontractor response to all disaster response and recovery missions. She manages the overall development and maintenance of relationships with subcontractors specifically in local areas of pre-event contracts and competitive pricing. Ms. Laurie secures, negotiates, and illustrates strategic contracts and pricing schedules with disaster recovery, logistics, and construction companies across the United States. Ms. Laurie also provides management in the areas of maintaining and upgrading the subcontractor database, registration process, and evaluation criteria, as well as creating and executing applicable training programs for subcontractors. Ms. Laurie participates in the acquisition of both pre-event and post-event disaster recovery contracts and is active in ensuring successful performance of contracts. Ms. Laurie also assists in marketing activities such as site visits, trade shows, and customer interviews. Ms. Laurie has a Master's degree in Engineering Management from the University of Missouri and a Bachelor's degree in Engineering Management from U.S. Military Academy West Point, New York.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011.** Subcontractor Liaison for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Hurricane Irene 2011:** Subcontractor Liaison for Greenville, NC response and recovery efforts. Recruited local and specialty subcontractors for hurricane debris cleanup.
- **Alabama Tornadoes 2011.** Subcontractor Liaison; recruited local and specialty subcontractors and vendors to provide services for tornado cleanup.
- **Haiti Earthquake 2010.** Subcontractor Liaison identifying specialist organizations and sea transport.
- **Ice Storms 2009,** Subcontractor Liaison identifying and coordinating qualified subcontractors for debris removal from county rights-of-ways in Kentucky
- **Hurricane Ike 2008,** Subcontractor Liaison screening and coordinating qualified subcontractors for debris removal and disposal in Texas and Louisiana
- **Hurricane Gustav 2008,** Subcontractor Liaison screening and coordinating qualified subcontractors; Administrative support for debris removal, processing, and disposal in Louisiana
- **Hurricane Dolly 2008,** Subcontractor Liaison and administrative support for identifying and coordinating qualified subcontractors for debris removal, processing, and disposal operations
- **Floods 2008,** Subcontractor Liaison identifying and coordinating qualified subcontractors for debris removal due to Cedar River flooding in Iowa
- **Military Stars, Orion International 2007-2008,** Account Executive researching, identifying, and capturing of new clients providing opportunity for hiring of transitioning military personnel
- **Centex Homes 2005-2007,** Purchasing Agent managing contract negotiations for residential communities; Management of land developers, architects, and general contractors
- **U.S. Army Corps of Engineers, Captain 1999-2005,** Battalion Logistics/Supply Officer, Detachment Commander, Company Executive Officer, and Topographic Platoon Leader including operations oversight of all battalion-level logistics (2,000) soldiers; Management of availability of supplies, equipment, personnel, and transportation; Management of multi-million dollar support contracts in Baghdad, Iraq; Management of logistical requirements through Statement of Work (SOW's) for 5,000 soldier base camp in Baghdad, Iraq; Awarded Bronze Star Medal for her bravery and meritorious service with USACE.

CERTIFICATIONS/TRAINING

- Engineer-In-Training (EIT/FE): Registered in New York, 1999
- FEMA certified IS-10, ICS-200, IS-102, IS-632, NIMS IS-700
- USACE CQM certified
- Red Cross Disaster Services certified



David A. Davenport, Health and Safety Officer

Mr. Davenport serves as a Health and Safety Officer for Ceres Environmental Services, Inc. Mr. Davenport has 24 years of experience in the construction industry, 10 within the federal construction sector. He holds multiple certifications from OSHA, is USACE certified in CQM, Red Cross certified in First Aid and CPR, and is working on his second master's degree, in Business Administration.

PROFESSIONAL EXPERIENCE

- **Site Safety & Health Officer** August – September 2011, Minot and Ward County, ND. Removal of emergency levees, rock, rubble and other associated materials from spring 2011 flood fight.
- **Site Safety & Health Officer/Quality Control Manager** June – August 2011. On assignment in Lawrence and Limestone Counties, Alabama; contracted with U.S. Army Corps of Engineers to manage post-tornado remediation. Management oversight of all field Quality Control Managers. Composed and implemented Accident Prevention Plan, Environmental Protection Plan and Accident Hazard Analyses (AHA's) for each definable and sub-definable feature of work. Chaired daily, weekly, and monthly safety meetings. Produced all required daily and weekly safety reports for internal use and for submission to the Corps. Oversight of extraction and disposal of HTRW (Hazardous, Toxic and Radioactive Waste) under dictates of EPA statutes.
- **Site Safety & Health Officer / Alternate Quality Control Manager**, Birdland Levee Systems Improvements Project. July 2010 – June 2011. Project location: Des Moines, IA / US Army Corps of Engineers, Rock Hill District (Rock Hill, IL). Managed extraction and disposal of HTRW (Hazardous, Toxic and Radioactive Waste) under dictates of EPA statutes. Monitored Quality Control Management (QCM) system in an auxiliary capacity.
- **Site Safety & Health Officer/Environmental Manager** – Better Built-Clark [Mentor-Protégé Construction Management Team], Middletown, OH February 2009 – July 2010. Project location: Wright-Patterson Air Force Base for US Army Corps of Engineers, Dayton, OH. 52,000 SF dormitory project.
- **Project Manager** – Clark Construction Co., Inc., Lansing, MI, March 2007 – November 2008. Formed SBA Mentor-Protégé teaming arrangement with Better Built Construction of Middletown, OH. Participated in heavy Quality Assurance and Safety Regulation monitoring.
- **Business Development Manager** (Federal)– Better Built Construction Services, Inc., (Exclusive Department of Defense General Contractor) Trenton, OH, July 2005 – July 2006.
- **Estimator** (Federal) – K-Con, Inc. (Exclusive Federal General Contractor), Charleston, SC, Sept. 2003 – July 2005. Estimated dozens of U.S. Army Corps of Engineers projects nationwide. Conducted extensive sourcing of nationwide GC's, Subcontractors and Building Erectors.
- **Project Manager Assistant/Assistant to Director of Field Operations** – Construction Professionals, Inc., Mt. Pleasant, SC, Mar. 2002 – August 2003. Conducted all aspects of Estimating, Vendor Price Negotiations, Project Management Support.

CERTIFICATIONS/TRAINING

- Construction Quality Management for Contractors (CQMC/QCM): U.S. Army Corps of Engineers
- OSHA 30 Certified; OSHA HAZWOPER Certified; OSHA Management—Certified Competent Person—Trenching and Excavation; OSHA Management—Certified Competent Person—Fall Protection; OSHA Management—Certified Competent Person—Contractor Safety & Health; OSHA Certified—PPE (Pers. Protect. Equip.)—Common; OSHA Certified—PPE (Pers. Protect. Equip.)—Special; OSHA Certified—Scaffold Erection & User Guidelines; OSHA Certified—Hazardous Materials/Hazardous Waste Recognition and Containment.
- Hazardous Materials and Hazardous Waste Certified (RCRA)
- Red Cross certified in CPR and First Aid
- EP 500-1-1 USACE Civil Emergency Management Program
- FEMA P-325 Public Assistance Debris Management
- MBA in International Business, Liberty University, Lynchburg, VA (in progress).
- MA, Counseling Psychology / Theology, Colorado Theological Seminary, Wheat Ridge, CO
- BA, Counseling Psychology, Colorado Theological Seminary, Wheat Ridge, CO

Jakob Thompson, Health and Safety Officer

Mr. Thompson has 13 years experience in the health and safety field. His firefighting, EMT and military experience provide him knowledge of a wide range of biological, chemical, and physical hazards. He has experience managing risk for himself and others in dangerous situations. His overseas experience in the military provides a reliable baseline for work in emergency response situations under less-than-ideal conditions. Mr. Thompson holds multiple OSHA and first aid certifications.

PROFESSIONAL EXPERIENCE

- **Environmental Health and Safety Officer** January 2012 – present, Truitier Landfill, Port-au-Prince, Haiti. Responsible for compliance with Site Health and Safety plan. Responsible for preventing unauthorized site entry and keeping track of all individuals onsite. Responsible for site security during working hours. Monitors weather broadcasts to ensure air quality and site conditions are conducive to a safe work environment. Holds daily Site Health and Safety briefings.
- **Security Forces (Military Police)**, Air National Guard, December 2005 - December 2011. Carried out law enforcement duties, and provided security for various government resources, including installation entry control. Specific experience and achievements:
 - Deployed to Kirkuk, Iraq, in direct support of Operation Iraqi Freedom, January-August 2009
 - Provided security for Admiral Michael Mullen, Chairman of the Joint Chiefs of Staff, during his visit to Kirkuk
 - Accounted for over 800 weapons and 100,000 rounds of ammunition daily as a flight armorer
 - Attended Airman Leadership School at Malmstrom Air Force Base, Montana, November-December 2009
 - Earned promotion to Staff Sergeant in just over four years of service
- **Firefighter/Emergency Medical Technician (EMT)**, Lowell Fire Protection District Lowell, OR, December 2007 - December 2008. Served the community of Lowell and the surrounding area, acquiring training and skill development as a first responder, by gaining experience from a wide range of incidents, such as: structural fires, wildfires, motor vehicle accidents, swift-water river rescues, and a large variety of medical emergencies.
- **Firefighter/EMT**, Sheridan Fire Department Sheridan, CO, June 2003 - June 2005. Continued to hone EMT abilities, while also developing a higher proficiency for firefighting and rescue operations.
- **EMT**, Action Care Ambulance Denver, CO, June 2002 - June 2005. Worked closely with nearly every municipal fire department in the entire Denver metro area.
- **Wildland Firefighter** (Seasonal), Bureau of Land Management Las Vegas, NV, May - October 1999. Worked as a member of an engine crew to combat the spread of fast-moving wildfires as they occurred throughout the state of Nevada, and into parts of southern Idaho.

CERTIFICATIONS/TRAINING

- BAS in Business Administration - Public Service/Safety, Pensacola State College, Pensacola, FL (in progress)
- AS in Criminal Justice, Community College of the Air Force, Montgomery, AL
- AAS in Fire Science & Technology, Red Rocks Community College, Lakewood, CO
- Emergency Medical Technician Certification – Colorado 2002-2008, Oregon 2008-2009, National Registry 2002
- Firefighter-I Certification – Colorado 2002, Oregon 2008
- Hazardous Materials Training for Emergency Responders 2002
- OSHA 10 Hour Certification
- OSHA 30 Hour Certification
- OSHA Hazwoper Certification

Ricky W. Adams, Health and Safety Officer

Mr. Adams serves as a Health and Safety Officer for Ceres Environmental Services, Inc. Mr. Adams has U.S. and international field experience as well as a long history of safety training and occupational safety analysis. Mr. Adams has a long record supervising safety for projects in many different fields and locations. Mr. Adams holds multiple safety certifications, is a certified nurse and EMT, and was honorably discharged from the U.S. Army after fourteen years of service. He is fluent in English and Spanish.

PROFESSIONAL EXPERIENCE

- **Safety Supervisor** Fluor Constructors; Inverness, Pensacola and Tallahassee, FL; 09/10 to 01/11. Conducted new-hire safety orientations at the Withlacoochee Technical Institute in Inverness, FL for all Citrus County, FL Qualified Community Responders (QCRs) for the BP Gulf Coast Recovery Project. Supervised safety during beach clean-up operations at Fort Pickens, FL. Conducted general safety audits at the warehouse facility and lay-down yards in Tallahassee, FL.
- **Site Safety & Health Officer (SSHO)** Ceres Environmental Munster Indiana and Des Moines, Iowa. 06/10 to 07/10. USACE Contract EM 385-1-1, Heavy construction of berms. Duties included observing site activities to ensure completion in accordance with the Accident Prevention Plan and the Site Safety and Health Plan.
- **Safety Lead** Fluor Constructors, Roxana, Illinois, 11/08 to 06/10. Performed duties as Field Safety Lead, supervising seven field Area Safety Supervisors at the ConocoPhillips Wood River Refinery CORE Expansion Project.
- **Safety Manager** General Electric/Granite Services, Tampa, FL, 2005-2008. Served in various safety capacities on projects located from Maine to Uruguay. Performed site safety audits, safety training and compliance with company procedures. Conducted weekly safety meetings and ensured compliance with project standards.
- **Safety Manager** Titan Contracting and Leasing Inc., Owensboro, Kentucky, 10/05. OMU Miscellaneous plant and boiler repairs. Responsible for all permitting, i.e., confined space, hot work and area work. Conducted and documented daily Safety Meetings.
- **System Safety Coordinator** Zachry Construction Corporation area office, Mt Carmel, Illinois, 09/04 to 09/05. System consisting of 12 Cinergy System Power Plant sites located in Illinois, Indiana, Ohio and Kentucky. Conducted new-hire orientations and employee training in a wide variety of areas, including OSHA Annual Awareness training.
- **Project Safety Manager** National Boiler Services Inc, Trenton, Georgia 02/04 - 09/04. Managed project safety during power plant and paper mill shutdowns. Project scopes ranging from extensive boiler repairs to demolition and replacement of pulverize units.
- **Safety Manager** Titan Contracting and Leasing, Inc., Owensboro, Kentucky, 12/01 – 11/03. Construction of three LM6000 40-megawatt simple-cycle power units (GE Norway Packages). Daily manpower 200+. Responsible for developing and implementing project-specific safety program, including emergency response procedures. Project expended approximately 90,000 man-hours with no days-away cases and no recordable injury cases.

CERTIFICATIONS/TRAINING

- 510 & 500 OSHA Construction Outreach Trainer # C0015606
- Construction Site Safety Technician (CSST) Instructor. National Certification and Registry
- Academy of Health Sciences (Military Academy), Fort Sam Houston, Texas. Nursing
- City Colleges of Chicago, Emergency Medical Technician
- Other safety training: Dupont STOP Course; Supervising Safety; Accident Investigation; Accident Reporting and Classification; Defensive Off-Road Driving; Drug and Alcohol Awareness; Shell Enhanced Safety Management; Respiratory Protection; Job Safety Analysis; Electrical Safety; Land Seismic Firefighting; Lockout Tag-Out and Confined Spaces; Crane Safety; Trenching and Excavations; Atmospheric Hydrocarbon Testing; Hazard Communication; Materials Handling; Fire Prevention; Industrial Hygiene; Substance Abuse; Rigging and Sling Safety; Sling Signals; Barricades; Process Safety Management; Scaffold Training; PPE and Fall Protection; Pre-Job Safety Planning; Inspections, Audits, Observations; and OSHA from the Contractors Prospective

Michael A. Lee, Geologist

Mr. Lee, a 18-year veteran of Ceres Environmental Services, Inc., provides quality control and project management to the company's heavy civil projects, including recent work on the reconstruction and repair to Louisiana levees which were breached by Hurricane Katrina storm surges and flooding. Mr. Lee is responsible for all phases of work regarding Ceres' environmental projects including quality control, due diligence assessments, sampling methodology expertise of hydrocarbons, solvents, and pesticides/herbicides; risk-based site assessment and evaluation; designing and conducting remedial investigations (RIs), soil vapor extraction, vacuum enhanced free product recover and air sparing pilot tests. Mr. Lee has a Bachelor's degree in Geology from the University of Minnesota.

PROFESSIONAL EXPERIENCE

- **Flood Control, Little Calumet River 2009-2011**, Quality Control and administrative support to Calumet River Flood Control project which includes tree clearing and construction of a levee in Indiana
- **Flood Control, Rio Puerto Nuevo, Rio Fajardo 2007**, Quality Control and management support to Floodway Control project which included river channelization and levee construction in Puerto Rico
- **Hurricane Katrina 2005**, Project Management to emergency levee repair and construction of approximately 12 miles of levees to Lake Ponchartrain and Plaquemines Parish, Louisiana
- **U.S. Army Corps of Engineers, Sulphur River 2005**, Project management, supervision, and quality control of excavation and environmental restorations to water control project including installation of pumps, soil treatment, and extraction remediation systems
- **U.S. Army Corps of Engineers, Trinity River 2004**, Quality Control and administrative support to Trinity River Dallas Floodway Extension project which included the excavation and construction of swales, wetland, levees, and flood conveyance in Texas
- **U.S. Army Corps of Engineers, Mississippi River 2003**, Quality Control and management support to Ambrough Slough Habitat Rehabilitation project which included excavation and construction of island to protection existing habitat in Wisconsin
- **U.S. Army Corps of Engineers, Mississippi River 2002**, Quality Control and management support to approximately 46,000 cubic yards of channel excavation, dredging, and installation of 11,000 tons of channel and flow protection in Minnesota
- **U.S. Army Corps of Engineers, Emergency Bank Stabilization 2001**, Quality Control and project management support to emergency bank stabilization to Mississippi River Lock & Dam 8 which included excavation of approximately 10,000 cubic yards of material, 5600 tons of bedding placement, and 13,000 tons of rip rap placement

CERTIFICATIONS/TRAINING

- USACE CQM certified
- Professional Geologist (State License #: 30377)
- Lead Abatement Training for Supervisors
- Erosion and Sediment Control Plan Design training
- Ground Water Sampling, Water Well Construction, and Development Procedures training
- OSHA 40 Hour Hazmat Health and Safety
- First Aid/CPR certified

Ronald Rodriguez, P.E., Quality Control System Manager

Mr. Rodriguez has been responsible for coordination, scheduling, logistical support, demolition, and quality control for multiple debris and emergency temporary roofing projects for Ceres Environmental Services, Inc. Mr. Rodriguez has worked in emergency response and disaster recovery work for several years including more than 25 years experience in Project Management, Inspections, Quality Control, and Supervision in federal, state, municipal, commercial, and residential construction. Mr. Rodriguez's responsibilities include geo-technical, utilities, structural steel fabrication, structural concrete, pavement, and erosion control. Mr. Rodriguez received a Bachelor's degree in Civil Engineering from the University of Purdue, Indiana.

PROFESSIONAL EXPERIENCE:

- **Quality Control Manager** August – September 2011, Minot and Ward County, ND. Removal of emergency levees, rock, rubble and other associated materials from spring 2011 flood fight.
- **Alabama Tornadoes 2011**; Subcontracting Manager. Managed zone assignments and daily operations for subcontractors involved in hauling and reduction of debris from the April tornadoes.
- **Hurricane Ike 2008**, Quality Control and Safety Manager for debris removal and disposal for 11 different locations; Oversight of approximately 100 QC personnel. Trained and supervised 100+ Quality Control & Safety Officers assigned to the mission. Provided frequent and detailed progress reports to management and Government officials. Maintained and supervised official project logs and documentation files. Provided directions for planning, scheduling, and engineering functions as required. Performed other duties and took on other responsibilities as required. Submitted weekly report to USACE (US Army Corp of Engineers).
- **Hurricane Rita 2005**, Quality Control Manager for debris removal and disposal of approximately 4.5 million cubic yards of hurricane material; reduction of over 1.1 million cubic yards of debris.
- **Hurricane Katrina 2005**, Quality Control Manager for debris removal and disposal of over 13 million cubic yards of hurricane debris in 11 Louisiana Parishes; trimming and removal of over 165,000 hazardous trees in Louisiana and Mississippi; management of over 300 quality control personnel, demolition, leaves restoration and site restoration work for over 50 TSDR sites across southern Louisiana. Trained and supervised over 600 Quality Control Officers assigned to the mission. Worked in conjunction with compliance, safety and customer personnel to certify workforce and adherence to USACE for standards and procedures. Also provided subcontractor management and administration for emergency temporary roofing installation in Mississippi
- **U.S. Forest Service, Aviary Hospital 2005**, Project management and quality control for building construction of Aviary Bird Hospital in Caribbean National Forest, Puerto Rico. Ensured compliance to all company, client, project policies, procedures, and standards.
- **Hurricanes Jeanne & Frances 2004**, Manager and quality control for the emergency temporary roofing installation project in Florida; Subcontract administration for the project in 13 Florida counties. Trained and supervised on site Quality Control Officers. Prepared weekly report and submittals to USACE.
- **Hurricane Charley 2004**, Quality Control Manager for emergency temporary roofing installation project in 4 Florida counties. Trained and supervised on site Quality Control Officers. Prepared weekly report and submittals to USACE.
- **U.S. Army Corps of Engineers, Trinity River 2004**, Project Management and quality control support to Trinity River Dallas Floodway Extension project including excavation and construction of swales, wetland, levees, and flood conveyance in Texas.

CERTIFICATIONS/TRAINING

- CERES – Asbestos, Leads & Hazardous Materials
- USACE- Construction Quality Management for Contractors
- OSHA- Construction Safety & Health
- ISO 9000
- CIV - PMP Project Manager Professional
- RED CROSS- CPR & First Aid
- Languages: English, Spanish, Italian (Intermediate), French (intermediate)



Earl Lutz, III, Area Manager

Mr. Lutz has thirteen years of management experience for Ceres Environmental Services, Inc. and more than 25 years of supervisory experience with emergency debris management projects, interior and complete demolition projects, culvert and lake construction, and heavy equipment operations. Mr. Lutz supervised approximately 300 crews in the debris removal operations following Hurricane Katrina. Mr. Lutz has been responsible for field operations and crew performance for several construction, demolition, and debris removal projects including federal, state, and local government contracts and private contracts. Mr. Lutz also has more than 25 years of experience in fabrication and welding and is the lead designer and fabricator for our company.

PROFESSIONAL EXPERIENCE

- **New Zealand Earthquake 2011- Present.** Managing demolition projects and providing training for recovery efforts.
- **Alabama Tornadoes 2011.** TDSR Site Manager for Jefferson County tornado response. Managed processing and reduction of over 1 million CY of debris at multiple sites. Managed overall allocation of equipment and personnel resources.
- **Haiti Earthquake 2010,** Assistant Logistics Manager and construction manager. Assisted with supplies management and oversaw Kaypèpla™ temporary house design process.
- **Hurricane Ike 2008,** Operations management support of county and city debris removal and disposal including hauling of 330,000 cubic yards meeting County's deadline for completion of work maintaining very high safety standards in Texas
- **Hurricane Gustav 2008,** Field Operations Superintendent for emergency debris removal and disposal of over 1.9 million cubic yards of storm debris; Trimming and removal of hazardous trees; Removal and disposal of white goods in Vermillion and East Baton Rouge Parishes
- **Hurricane Dolly 2008,** Operations and logistics management support for removal, reduction, and disposal of hurricane debris in Cameron County, Texas
- **Ice Storm 2007,** Operations and logistics management support for removal and disposal of vegetative debris generated by the ice storm in cities of Broken Arrow and Nichols Hills, Oklahoma
- **Hurricane Katrina 2005,** Area Manager for debris removal operations including 13 million cubic yards of hurricane debris in 11 Louisiana Parishes; Trimming and removal of over 165,000 hazardous trees; Supervised 75,000 cubic yards of debris removal per day; Supervised 25 subcontractors who operated a total of 300 crews
- **Hurricane Ivan 2004,** Operations and management support for debris removal and disposal of over 680,000 cubic yards of debris and processing of over 505,000 cubic yards of debris in Florida
- **Hurricanes Jeanne & Frances 2004,** Operations management support for collection, transportation, and disposal of over 404,000 cubic yards of debris throughout 13 Florida counties
- **Hurricane Isabel 2003,** Operations and logistics management support for removal and disposal of hurricane debris; Trimming and removal of hazardous trees in Virginia
- **Ice Storm 2002,** Field Operations Superintendent for debris removal and disposal of over 510,000 cubic yards of hazardous trees and other vegetative debris in Oklahoma
- **Hurricane Georges 1998,** Site Superintendent for Grinding Reduction Site and crew management, site operations, production, finished product quality, and site safety. Also responsible for monitoring debris receipt documentation, documentation of daily production rates, and equipment usage.

CERTIFICATIONS/TRAINING

- USACE CQM certified
- FEMA certified ICS-100, ICS-200, IS-300, IS-400, and NIMS IS-700
- First Aid & CPR certified
- CFC-12 Refrigerant Recycling training



Raymond 'Sonny' Arndt, Jr., Quality Control System Manager

Mr. Arndt has over 8 years of management and quality control experience with Ceres Environmental Services, Inc. Mr. Arndt has more than 25 years of leadership and site management experience in construction and mining operations, equipment operations and maintenance, and contract administration. Mr. Arndt is also a highly experienced and skilled heavy equipment operator and Class A CDL. He is responsible for project planning and execution; project equipment maintenance; crew supervision; project production; workmanship quality, safety, and reporting; and recordkeeping. Mr. Arndt's vast experience allows Ceres to apply his expertise in a variety of critical roles including disaster response and recovery mission management, demolition and construction project management, and environmental response and restoration project management.

PROFESSIONAL EXPERIENCE

- **Hurricane Gustav 2008**, Project Superintendent and quality control for HVAC project consisting of demolition of electrical and HVAC systems and installation of new systems to building damaged by Hurricane Gustav in Baton Rouge, Louisiana
- **Flood Control, Rio Puerto Nuevo, Rio Fajardo 2007**, Project Superintendent and quality control management support to Floodway Control project which included river channelization and levee construction in Puerto Rico
- **Hurricane Rita 2005**, Area Manager for debris removal, processing, and disposal of over 4.5 million cubic yards of debris and reduction of over 1.1 million cubic yards; Processing debris at approximately 80,000 cubic yards per day; Supervision of daily production, daily work scheduling, and coordination of debris collection crews, quality control, and safety compliance
- **Hurricane Katrina 2005**, Project Superintendent for three separate Emergency Levee repair projects in St. Bernard and Plaquemines Parishes, Louisiana, post-Hurricane Katrina. Projects included excavation of unsuitable existing material, replacement and compaction of specification material, installation of barriers, and final grading and stabilization; Site Superintendent and quality control for fishing pier re-construction damaged by hurricane and storm surge in Grand Isle, Louisiana
- **Hurricane Francis 2004**, Operations and quality control management support for debris removal and disposal mission in Florida
- **Hurricane Charley 2004**, Operations and quality control management support including supervisory of debris removal, processing, and disposal activities and management of TDSR site in Florida
- **Hurricane Isabel 2003**, Quality Control management and site supervision for debris removal and disposal project including trimming and removal of hazardous trees in Virginia
- **Ice Storm 2002**, Quality Control and site supervision for debris removal, reduction, and disposal project following ice storms in Oklahoma

CERTIFICATIONS/TRAINING

- USACE CQM certified
- OSHA 10 Hour
- Hazardous Waste 40 Hour
- First Responders 24 Hour
- EPA Lead Abatement training
- Class A CDL



Huey Deville, Sector Manager/Site Superintendent

MANAGEMENT RESPONSIBILITIES

With over 28 years of experience in the construction industry, Mr. Deville is an experienced supervisor and field manager capable of concurrently supervising multiple crews and projects. He is an experienced equipment operator, project estimator, manager, and surveyor with construction experience in commercial, residential and disaster recovery areas of specialty. His broad experience, commitment to quality and safety, technical expertise, and natural leadership skills makes Mr. Deville a highly valuable asset to our Supervisory team.

PROFESSIONAL EXPERIENCE

- **Minot, North Dakota Flood Recovery 2011:** Project Superintendent/Manager: supervised all Levee breach repair - responsible for coordinating with USACE, scheduling work, resourcing labor and equipment.
- **Minot, North Dakota Flood Recovery 2011:** Project Superintendent/Manager: supervised all Emergency levee removal in Minot, Sawyer, and Burlington - responsible for lining sub contractors up, made sure they were in compliance. Finished job ahead of schedule.
- **Alabama Tornadoes 2011:** Site Manager for USACE ROE Debris Removal project in Lawrence and Limestone Counties, Alabama.
- **Alabama Tornadoes 2011;** Project Superintendent for Jefferson County, Alabama. Assisted with management of removal and reduction of over 1 million cubic yards of tornado debris.
- **Birdland Park Levee Improvements:** Surveyor, Des Moines Iowa, Survey site, built 3D tin surfaces for the Project, set up GPS equipment
- **Little Calumet River Flood Prevention Project:** Surveyor/Superintendent, Indiana, Survey site, set up GPS equipment, built 3D tin surfaces for project and supervised the construction of the concrete retaining wall
- **Puerto Rico Rio Fajardo Flood Control Project:** Surveyor. Responsible for all layouts, constructing job from data input, building 3D surface tins, designing a 60 acre Mitigation flood plain for Mangrove Trees, and Cross section with quantity reports.
- **Nassau Drive Subdivision and drainage work:** Supervised all layout and grade control
- **Hurricane Katrina 2005-2007:** Private Property Debris Removal project, New Orleans Louisiana: Field Supervisor. Responsibilities included crew supervision, production and quality, scheduling and crew assignments, PPDR site inspections, enforcement of safety and quality standards, and documentation and record keeping. Levee reconstruction projects in Plaquemines Parish, Louisiana: Site Superintendent. Responsible for crew supervision, compliance with project and USACE safety requirements, production quality, and equipment operations and maintenance, daily reports and inspections, and oversight of survey teams. Emergency levee repair project, St. Bernard Parish, Louisiana: Site Superintendent. Responsible for Supervision of crews, compliance with project and USACE safety requirements, production, product quality, equipment operations and maintenance, daily reports and documentation, and site inspections. Site Superintendent, Lafreniere Park Restoration project, Metairie, Louisiana. Responsible for management of crews, scheduling and assignments, production and project quality, compliance with project and USACE safety requirements, equipment inspection and maintenance, and site inspection and daily reporting. Site Superintendent, Caminada Restoration Project, Grand Isle Louisiana. Responsible for management of crews, scheduling and assignments, production and project quality, compliance with project and USACE safety requirements, equipment inspection and maintenance, and site inspection and daily reporting. Restoration included proper capping of the entire site to meet local landfill requirements. Demolition Project, Hurricane Katrina response mission: Field Supervisor. Responsible for management of demolition crews, including subcontract crews, and conformance to strict company and USACE protocol specific to emergency demolition operations. Over 900 structures were demolished in association with this project between February of 2006 and August 2007.

TRAINING/CERTIFICATIONS

- OSHA 10 hour safety training
CPR First Aid Certified



Daniel Ortiz Soto, Site Manager

Mr. Ortiz has 10 years experience with Ceres Environmental Services, Inc. in debris processing and in the heavy construction field, including eight years as a supervisor. Mr. Ortiz's management experience includes multiple disaster recovery projects where he has held positions of Site Manager, TDSR Manager, Field Superintendent, and Crew Foreman. Mr. Ortiz has experience in planning, scheduling, and directing crews, reading plans, and staking grade. He has significant emergency response experience in operating equipment used for sorting, processing, and disposal of mixed, vegetative and C & D hurricane debris.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011.** Site manager for grinding of vegetative debris. Ceres managed over 320,000 CY of debris in two locations.
- **Flood Control, U.S. Army Corps of Engineers, Rio Puerto Nuevo 2008,** Site Manager for Floodway Control project which included river channelization and levee construction, clearing and grubbing in Puerto Rico; Management of approximately construction 5 crews
- **Hurricane Rita 2005,** Site Management for debris removal and disposal of approximately 4.5 million cubic yards of hurricane material; Lead reduction and processing of over 1.1 million cubic yards of debris
- **Hurricane Katrina 2005,** Site Manager for area reducing and processing of hurricane material; Operations management to TDSR sites for processing and disposal of material; Management of reduction and processing crews
- **Hurricanes Jeanne & Frances 2004,** Site Management for emergency temporary roofing installation in Florida
- **U.S. Army Corps of Engineers, Trinity River 2004,** Crew Foreman for Trinity River Dallas Floodway Extension project which included excavation and construction of swales, wetland, levees, and flood conveyance in Texas
- **U.S. Forest Service, Aviary Hospital 2005,** Crew Foreman and operations management for building construction of Aviary Bird Hospital which included site preparation and grading in Caribbean National Forest, Puerto Rico
- **U.S. Army Corps of Engineers, Lake Cerillos 2000,** Crew Foreman for flood control, water supply , recreation, fish & wildlife enhancement and channel improvements to Lake Cerillos in Puerto
- **Hurricane Georges 1998,** Crew Foreman and Site Management for removal, processing and disposal of 2.3 cubic million yards of mixed hurricane debris; Management of TDSR site

CERTIFICATIONS/TRAINING

- Bilingual – Fluent in English and Spanish

Ivan P. Fogarty, Site Superintendent

Mr. Fogarty is a skilled professional with 26 years of management experience in the construction industry and expertise in project coordination, field supervision, and construction management. He manages all field activities, such as site set-up, staff supervision, and worksite safety. He obtains and reviews building permits, evaluates blueprints to determine project scope, identifies necessary resources, and evaluates labor requirements. He is OSHA certified, holds multiple construction site certifications, and is a certified Caterpillar instructor.

PROFESSIONAL EXPERIENCE

- **Minot, North Dakota Flood Recovery 2011:** Project Superintendent: supervised all Levee breach repair - responsible for coordinating subcontractors, scheduling work, resourcing labor and equipment.
- **Minot, North Dakota Flood Recovery 2011:** Project Superintendent: supervised emergency levee removal in Minot, Sawyer, and Burlington - responsible for lining sub contractors up, made sure they were in compliance. Finished job ahead of schedule.
- **Alabama Tornadoes 2011:** Reduction Site Manager for USACE ROE Debris Removal project in Lawrence and Limestone Counties, Alabama.
- **Alabama Tornadoes 2011;** Area Manager for Jefferson County, Alabama. Assisted with management of removal and reduction of over 1 million cubic yards of tornado debris.
- **Project Superintendent,** Comanco Environmental, 2010-2011. Oversee all site work from pre-construction to completion of new cell construction, partial landfill closures, repairs, final grading and sodding. Supervised, directed, and supported excavation crew; delegated assignments, allocated resources, and prepared work schedules. Train on-site equipment operators, monitoring for safety, efficiency, and project timeliness.
- **Project Foreman,** Ferreira Construction Co., Inc., 2009. Forecasted time and quantities and prepared cost estimates, starting/completion times for bidding purposes, layout work, procedures, labor, and equipment. Interfaced with owners, DOT and other officials. Directed activities and workers involved with construction of sea walls, highways, pipelines etc. Operated dozers, excavators, wheel loaders and backhoe loaders in dredging and excavation projects.
- **Supervisor/Operator,** Terra Excavating, Inc., 2008 – 2009. Directed multiple job sites and crews simultaneously ensuring on-time completion, within budget, and contract. Implemented cost control measures and monitored all resource schedules to ensure maximum utilization of all resources.
- **Project Manager,** Curtis Wiggins Construction Co., 2007 – 2008. Directed multiple commercial and residential construction projects from beginning to completion, maintained safe and secure work environment, monitored all resource schedules to ensure maximum utilization of all resources, and contained costs. Supervised up to 35 employees, scheduled work hours, and determined salaries.
- **Project Superintendent,** Phillips & Jordan, Inc., 2007. Directed multiple commercial job sites and crews simultaneously delivering on-time completion, within budget, and per agreements. Supervised dirt crews, pipe crews, subcontractors, and interacted with customers to ensure satisfaction.
- **Project Superintendent,** W. Jackson & Sons, 2004-2007. Executed daily operations of full commercial and residential site development, ensuring completion times and budget fulfillment. Supervised 70 to 90 employees, scheduled work hours, resolved conflicts, and managed subcontractors.

CERTIFICATIONS/TRAINING

- OSHA 10-Hour
- NUCA Excavation Safety
- MSHA Surface Hazard Training Certification
- NUCA Gas Monitor Technician
- NUCA Confined Space Entry
- Certified Caterpillar Instructor



Paul Wise, Area Manager

Mr. Wise has 7 years of extensive emergency debris removal and general construction experience as a Project Manager, Area Manager, Crew Foreman and Operator with Ceres Environmental Services, Inc. Mr. Wise has proven his leadership through the project management of emergency debris removal, hazardous tree removal, hazardous waste removal, building demolition, building repairs and drainage improvement projects in 7 cities simultaneously. Mr. Wise has also provided logistics and operational administration to several other emergency debris removal projects throughout his career. He managed the burning, grinding and reduction of debris at temporary debris sites in Louisiana after Hurricane Katrina.

PROFESSIONAL EXPERIENCE

- **Hurricane Gustav 2008**, Project Management and operations management for emergency debris removal and disposal of over 1.9 million cubic yards of storm debris; Trimming and removal of hazardous trees; Removal of sand, C & D, e-waste, white goods, and MSW from private properties in 5 Louisiana cities; Project Management of HVAC project and LA DOTD roadway drainage repairs and improvements in Louisiana
- **Hurricane Katrina 2005**, Project Management and supervision of approximately 200 debris removal crews, 30 tree crews, and 14 stump crews in the removal, processing, and disposal of mixed storm debris; Trimming and removal of hazardous trees; Decommissioning and demolition of approximately 50 buildings per day in Louisiana
- **Hurricane Jeanne & Frances 2004**, Site Superintendent for debris removal crews for right-of-ways of over 404,000 cubic yards; Transportation and disposal of hurricane debris; Operational assistance for emergency temporary roofing installations covering 13 Florida counties
- **Hurricane Isabel 2003**, Site Supervision for removal and disposal of hurricane debris; Trimming and removal of hazardous trees in Virginia
- **Ice Storm 2003**, Site Supervision for removal and disposal of ice storm generated debris from county and city rights-of-ways; Trimming and removal of hazardous trees
- **Ice Storm 2002**, Grinder Operator for vegetative debris removal and disposal after a levee break in a flood zone in Missouri

CERTIFICATIONS/TRAINING

- USACE CQM certified
- OSHA 10 Hour Construction Safety
- Asbestos Awareness training
- OSHA HAZWOPER 40 Hour

Bruce A. Lewis, Site Superintendent

Mr. Lewis is a veteran U.S. Navy, Senior Chief (ret.), Construction Battalion, with 30 years experience in multi-million dollar on-site construction management, large-scale project coordination, land development, and development and supervision of staff and subcontractors. He has demonstrated success in commercial build-to-suit projects and a track record of working cooperatively and productively with diverse personalities within tight deadlines. He is responsible for coordinating and managing crew and subcontractors, materials, and equipment; budgets, schedules, and contracts; and safety of employees and the general public.

PROFESSIONAL EXPERIENCE

- **Site Manager**, Decker Construction, Inc, Lakeland FL, 2010. Supervised site work to completion of Tire Kingdom. Managed the completion of maintenance yard, two pavilions, landscaping, piping on the above ground Fire Dept water tanks. Expedited all aspects of project, schedule, materials, and budget. Communicated, planned activities with subcontractors and material suppliers.
- **Site Manager**, Philco Construction Corporation, Orlando, FL 2007 - 2009. Ordered and allocated resources including materials, labor and timelines; coordinated subcontracted skilled-labor crews, served as a liaison for staff, subcontractors and customers at all points of job implementation.
- **Superintendent**, Malcolmson Construction Company, Inc., Tampa, FL 1998 - 2007. Communicated, planned and sequenced all activities for all subcontractors and material suppliers and effectively implemented project within schedule and budget. Reviewed and tracked estimates and budgets, process invoicing, purchasing, effectively controlling overhead costs.
- **Superintendent**, Major Builders, Orlando, FL 1996 - 1998. Supervised start-to-finish construction of 7-Eleven Gas Stations. Oversaw performance of all trade contractors and reviewed project construction drawings to ensure that all specifications and regulations were followed.
- **Senior Chief (E-8)**, United States Navy, 1976-1996.
 - **Brigade Equipment Operations Supervisor**: Responsible for specialized data and billing for water well drilling, blasting and quarry, rock crusher and asphalt plant operation. Provided technical guidance and inspection on equipment and material requirements for vertical and horizontal overseas projects.
 - **Company Operations Chief**: Chief of Hurricane Hugo Disaster Recovery Team, SC. Supervised 150 personnel and over 350 pieces of automotive, construction, and materials handling equipment. Developed as-built drawings and construction progress reports.
 - **Unit Operations Chief**: Supervised 30 personnel and 10 projects simultaneously. Planned and advised on specifications for equipment operations, vertical and horizontal construction projects, building maintenance techniques, and quality and safety control. Equipment Operator Construction Inspector: Directed 20-man crew in paving, grading, hauling, and materials handling operations.

CERTIFICATIONS/TRAINING

- Leadership Management Education
- Total Quality Leadership
- OSHA Safety Training
- Micro-Computer Construction Mgmt
- Public Works Mgmt License Examiner, Accident Investigator
- Equipment Operator Class C and Class A School
- First Aid and CPR
- Quality Control Planning and Estimating
- Asphalt Paving and Plant Operations
- Blasting and Quarry Operations
- Water Well Drilling and Development
- Equipment Operator Journeyman/Seabee Construction Management

Matt Sharpe, Project Manager

Mr. Sharpe has been involved in management and supervision of disaster recovery projects for more than 10 years. He has provided exemplary consulting services with various business clients improving operational efficiency and production and exceeding customer/clients expectations. Mr. Sharpe has owned and operated two very successful disaster recovery organizations providing flawless contract completions. Mr. Sharpe has an Associate's Degree from Emmanuelle College, and continuing education in Accounting and Business Management from Gainesville Jr. College and Marketing from Georgia Southern University.

PROFESSIONAL EXPERIENCE

- **Haiti Earthquake 2010-present.** Provided project management and supervision to Haiti recovery operations including site evaluations, contract review, and estimating. Demolition and debris removal specialist chosen by the Air Force to represent the military on the Tripartite Planning Group.
 - Project Manager for Truitier Landfill Management contract, establishing rubble management site and grinding clean rubble to be re-used in recovery efforts.
 - Project Manager for World Vision Liquid Waste Lagoon Hydrocarbon Materials Removal and Decommissioning. Ceres removed floating oils from the liquid waste lagoon located at the Truitier Landfill, and is currently sanitizing and emptying the lagoon while ensuring contaminated water does not enter the local water supply.
- **Ice Storms 2009,** Project management and supervision of operations for County cleanup of Winter Ice Storm in Kentucky; Trimmed, loaded, and hauled vegetative debris from County maintained rights-of-ways, meeting the County's deadline for completion of work while maintaining high safety records
- **CEO, Natco, Inc., 2001-2009,** General business management, marketing, procurement and negotiations of possible contracts, accounts and financials, purchase and sale of assets, client relations, on-site project management and contract completions. Manager on multiple contracts throughout the U.S. for debris removal, processing, and disposal of debris and reduction; Processing and transportation of debris; Supervision of daily production, daily work scheduling, and coordination of debris collection crews, quality control, and safety compliance. Worked for several contracts with the USACE and NC DOT.
- **Owner, Professional Project Management, LLC., 1999-2002,** Acquired, managed, and closed various construction-based contracts. Operations oversight included bidding and negotiating contracts, locating and hiring sub-contractors, accounts receivable and payable, compliance with all legal and insurance requirements, purchasing, sales, and marketing. Held numerous contracts with individual real estate developers and governmental municipalities with average contract value of \$2.5M
- **Assistant Store Manager, Wal-Mart Corporation, 1991-1998,** Supported and Managed store operations with gross sales in excess of \$250M and 300 personnel. Oversight and management of purchasing, promotions and marketing, financials, budgets, loss prevention, scheduling, personnel, inventory, and customer service

Stephen C. Black, Project Superintendent

Mr. Black has extensive experience in hurricane recovery operations as a monitor and as a contractor. He has allocated and directed manpower and equipment in a cohesive manner to accomplish assigned tasks; interfaced with federal and local governmental entities; and can handle multiple tasks simultaneously. He has handled business development responsibilities to USACE and counties and municipalities.

PROFESSIONAL EXPERIENCE

- **Field Supervisor-Terrebonne Parish** BFA Environmental, 2008 – 2009. Responded to Hurricanes Gustav and Ike for BFA as a Field Supervisor. Directed up to 60 personal and worked hand and hand with the local government and U.S. Army Corps of Engineers recovery efforts. Train contract monitors, participated in daily planning sessions with parish leaders, debris contractors and sub-contractors; issued work assignments to Q/As; supervised activity of monitors and contractor work crews. BFA monitors are trained in accordance with USACE and FEMA guidelines in the following operations: stumps, leaners and hangers, GPS work, asbestos removal, right-of-entry and private property debris removal, white goods, hazardous, tower monitoring, and right-of-way debris removal.
- **Assistant Project Manager / Superintendent** Natco, Inc, 2006 – 2008. Responsible for various construction jobs. Supervised construction crews and sub-contractors, issued work assignments. Worked with owners of property, local and state building inspectors, and OSHA to accomplish assigned tasks. Responsible for safety, ordering material, employee hours, security of property, and ensuring property is built to code and within time frame allowed.
- **Team Leader – Lake Charles / Calcasieu Parish**, BFA – PHR+A – SCS Engineering, LA, 2005 – 2006. Business Development for BFA Environmental. BFA contract with U.S. Army Corps of Engineers (USACE) to provide Quality Assurance (Q/A) monitors to support the USACE recovery efforts for Hurricanes Rita and Katrina in Louisiana. Designated by USACE to train contract monitors and USACE personnel; participated in daily planning sessions with USACE, debris contractors and sub-contractors; issued work assignments to 35 Q/As and 8 USACE Q/A personnel; supervised activity of monitors and contractor work crews. USACE Louisiana Recovery Field Office Certificate of Award for outstanding performance for the Louisiana Recovery Field Office mission.
- **Project Manager**, Iron Point Construction/Norris Construction, 2005. Managed crews in the debris recovery efforts for Hurricane Dennis in Pensacola, FL, Hurricane Wilma in West Palm Beach, FL, and for Hurricane Katrina in Waveland, MS and Bay St. Louis, MS. Responsible for hiring/firing and managing as many as 52 employees per job. Interfaced with federal and local officials; responsible for crew safety; followed USACE and FEMA guidelines in performance of tasks.
- **Project Manager**, Iron Point Construction/Norris Construction, 2004. Managed crews in the debris recovery efforts for Hurricanes Frances and Jeanne in Pinellas County, FL and Hurricane Ivan in Pensacola, FL. Interfaced with federal and local officials; followed USACE and FEMA guidelines in performance of tasks.
- **Project Manager**, Norris Construction, 2003 – 2006. During off season of storms, manage 4 to 12 employees; bid on jobs, responsible for safety per OSHA; painting, roofing, framing, heavy equipment, pressure washing, load & haul, maintenance.

EDUCATION/CERTIFICATIONS

- North Georgia Technical College
- 2005-2006 Hurricane Rita – USACE Louisiana Recovery Field Office Certificate of Award for outstanding performance for the Louisiana Recovery Field Office mission.

MILITARY EXPERIENCE

- U. S. Army – 82nd Airborne Division, Fort Bragg, NC. 1986 - 1989



Patricia Macey, Site Manager

Ms. Macey has over 10 years of supervisory experience in the construction field including personnel and subcontractor management, agricultural recycling operations, debris management, yard waste processing, landfill restoration/cover, and new construction. Ms. Macey also has direct experience operating heavy equipment and logging and grinding equipment. Her management duties as a Site Superintendent include: supervision of material receipts, production and sales; maintenance scheduling; crew and production scheduling; production operations; cost control and reduction; and enforcement of site safety requirements. Her experience managing debris removal operations for Hurricanes Frances, Jeanne, Katrina, Ike, Gustav, and the Ice Storm of 2009 in Kentucky makes Ms. Macey an invaluable resource to Ceres in performance of contract and emergency debris removal operations.

PROFESSIONAL EXPERIENCE

- **Haiti Earthquake 2010-present:** Acting as project superintendent for Truitier Landfill Debris Site Management Project in Port-au-Prince, Haiti for the Haitian Ministry of Public Works.
- **Ice Storms 2009:** Debris Removal Project Superintendent - worked with local officials and managed subcontractors for the 2009 Ice Storm in Hardin County, KY.
- **Hurricane Gustav 2008:** Debris Removal Project Superintendent - worked with local officials and managed subcontractors in East Baton Rouge, LA.
- **Hurricane Ike 2008:** Debris Removal Project Superintendent - worked in coordination with the USACE for TXDOT Emergency Road Clearance in the City of Kemah and Chambers County, TX.
- **Hurricanes Frances & Jeanne, 2004-2005:** Debris Removal Field Supervisor for SWA in Palm Beach County, FL.
- **Hurricane Katrina 2005 – 2007:** Debris Removal Field Supervisor in coordination with the U.S. Army Corps of Engineers in Livingston and Jefferson Parish, LA.
- **Site Supervisor**, 2002-2006 for Ceres Southwest, Houston, Texas. Responsibilities included: supervision of receipt of recyclable materials, heavy equipment operations, grinder operation, researching and allocating future revenues, soil testing and compliance with outside agencies, maintaining product quality and overseeing proper ratios of soil mix recipe's, contaminant identification and segregation, and supervision of production and sales. Duties also included scheduling and completion of preventative maintenance for equipment; managing site personnel and scheduling work tasks; provision of weekly safety training for site personnel and enforcement of site safety requirements; and daily production reporting.
- **Assistant Manager**, 2000-2002 for Ceres Southwest, Houston, Texas. Responsibilities included: supervision of receipt of recyclable materials, contaminant identification and segregation, heavy equipment operator, scheduling and dispatching outgoing mulch sales, inventory and ordering supplies, documentation of equipment maintenance, parts, fuel usage, and daily sales.
- May 1999: performed land-clearing operations including operation of CAT 330 and 320 excavators, D6 dozer, IT-38 wheel loader/grapple with root rake, and log skidder equipment. Responsible for operating various equipment to clear sites in preparation for dirt construction, reading blueprints and determining which trees were to be felled and burned, chipped, or logged based on contract and print requirements, assisted heavy hauler driver in loading and unloading various types of heavy equipment onto a low boy.
- January 1999: Responsible for the operation and maintenance of a horizontal grinder at a grinding site. Maintained and operated equipment, managed quality of material receipts and identified/removed contaminants, managed production rates and finished product quality.

CERTIFICATIONS/TRAINING

- Hazardous Materials Awareness (8 hour course)
- 40 Hour Hazwoper Certification
- FEMA certified NIMS IS-100, IS-200, ICS 300, ICS 400, IS 630 & IS-700
- Fire Prevention and Protection, Emergency Response
- Ceres Authorized Equipment Operator (all); Grinder Operator (horizontal and tub)



Derek Pruner, Project Superintendent

Mr. Pruner has over ten years of successful storm/debris/site management services in Fortune 1000 Engineering firms. He has consistently achieved top ranked performance in every position by bringing expertise, an outstanding work ethic and leadership to storm debris and site management. He is expert in overseeing contractors and personnel in the area of disaster/storm cleanup; recognized for driving local teams and contractors to complete government contracts on time, including adherence and monitoring of governmental regulations and avoidance of malfeasance or fraud; and leading local teams to surpass goals and objectives.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011.** Project Superintendent for response to unseasonal snow-storm in the Northeast. Ceres managed over 320,000 CY of debris in two locations.
- **Minot, North Dakota Flood Recovery 2011:** Project Superintendent: supervised emergency levee removal in Minot, Sawyer, and Burlington.
- **Site Manager, Haiti earthquake response 2010-2011.** Providing site management for Haiti recovery operations contract to manage the TDSR at the Truitier Landfill in Port-au-Prince for the Ministry of Public Works and Communications (MTPTC).
- **Monitor/Certification Supervisor,** Neel-Schaffer Jackson, Mississippi 2009. Supervised 13 monitors in proper adherence to guidelines for removal of storm debris; eligibility of loads that were accessed by contractor per FEMA regulations; and proper certification of all load vehicles per FEMA regulations. Notable storms included Ice Storm of Greene County, Arkansas – 2009.
- **Monitor/Training/IT Support** for Automated Data Management System 2008, ROSTAN SOLUTIONS, A Division of Malcolm-Pirnie Inc Tampa, Florida. IT support for HaulPass ADMS (Automated Data Management System) in use with USACE in response efforts to Hurricane Ike in Texas and Louisiana. Provided proper adherence to safety guidelines, area directions and providing safeguard against theft and fraud, providing proper documentation and accountability of contractors data interface of all documentation of debris management; training of QA's in use of hardware and software and coordinating all data for close out at end of mission. Notable storms worked included Hurricane Ike in Texas and Louisiana and Buffalo Ice/Snow Storm – 2008.
- **Supervisor,** Inframatrix, A Division of Malcolm-Pirnie Inc Tampa, Florida 2007. Mined and collected buried asset inventory and condition assessment data for water, wastewater sewer and storm water systems, refining and updating systems, maps and records when required, including recommendations for possible redesign efforts.
- **Quality Assurance Supervisor,** Malcolm Pirnie, Inc Tampa, Florida 2006. Partnered with Mobile Engineering, Mobile, AL as subcontractors to the Army Corps of Engineers for Hurricane Katrina cleanup. Job Duties included Q.A.(Quality Assurance) and monitoring cleanup of Hurricane Katrina refuse, monitoring subcontractors for proper adherence to safety guidelines, area directions and providing safeguard against theft and fraud, providing proper documentation and accountability, as well as monitoring dump sites for contamination, illegal dumping and hazardous waste.
- **Dump Site Supervisor,** Malcolm Pirnie, Inc Tampa, Florida 2004-2005. After Hurricanes Francis and Jean in 2004 and Wilma in 2005, set protocols for handling storm refuse, including site management, detail data interface with all records to customers. Worked with onsite managers to include traffic deployment, security and proper delivery of refuse, manage labor force and proper scheduling of contract workers.

EDUCATION/CERTIFICATIONS

- Associates Degree Business Administration Management, College of Westchester White Plains, New York
- FEMA IS Courses: IS26, 33, 100a, 100HE, 102, 120a, 130, 139, 200, 230, 235, 240, 288, 293, 631, 632, 700a, 701a, 800b, 801- 814, 1900

MILITARY SERVICE

- USAF – Honorable Discharge, Holloman Air Force Base, New Mexico, Crew Chief, F-4's, F-15's



Betsy Pease, Project Accountant

Ms. Pease brings years of extensive accounting management experience to her work as a project accountant on various contracts for Ceres Environmental Services, Inc. She is responsible for maintaining accounting procedures to ensure proper data tracking and correct invoicing to clients, as well as payment reconciliation with subcontractors. She oversees data entry and invoicing procedures during storm projects, as well as completing reconciliation of projects after work is accepted. Ms. Pease attended the University of Alaska where she studied Business Accounting. Ms. Pease also has studied International Business Law at Lewis & Clark College in Oregon.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011** Project Accountant and database supervisor. Managed data, reconciliation with subcontractors and clients, subcontractor payments, and billings to clients.
- **North Dakota 2011 Flood Recovery** Project Accountant and database supervisor. Managed data, reconciliation with subcontractors and client, subcontractor payments, and billings to client.
- **Hurricane Irene 2011** Project Accountant and database supervisor. Managed data, reconciliation with subcontractors and clients, subcontractor payments, and billings to clients.
- **Alabama Tornadoes 2011** Project Accountant and database supervisor. Managed data, reconciliation with subcontractors and clients, subcontractor payments, and billings to clients.
- **Haiti Earthquake 2010 - Present** Project Accountant and database supervisor. Managed data, reconciliation with subcontractors and clients, subcontractor payments, and billings to client.
- **Ice Storms 2009**, Project Accountant managing the set up, extraction and maintenance of databases to prepare A/R billings to clients in Kentucky; Reconciliation of all tickets with the clients; Management and preparation of subcontractor payments, reconciliation and management of accounts, management of internal audit functions.
- **Hurricane Ike 2008**, Project Accountant managing design, extraction of data and maintenance of databases for multiple contracts in Texas
- **Hurricane Gustav 2008**, Project Accountant managing the set up, extraction, and maintenance of databases to prepare A/R billings to the clients in 3 Parishes in Louisiana; Reconciliation of all tickets with the clients; Management and preparation of subcontractor payments, reconciliation and management of accounts, management of internal audit functions; Liaison with Parishes and subcontractors to insure data and procedural integrity and security
- **Hurricane Dolly 2008**, Project Accountant managing the design, extraction of data and maintenance of databases to prepare A/R billings to the clients in Texas; Reconciliation of all tickets with the clients; Preparation of all subcontractor payments, reconciliation and management of accounts, management of internal audit functions;
- **Hurricane Katrina 2005**, Project Accountant managing the design, extraction of data, maintenance of databases to prepare A/R billings to the U.S. Army Corps of Engineers; Reconciliation of all payments with USACE; Management and preparation of subcontractor payments, reconciliation and management of accounts, management of internal audit functions; Administrative support to project manager compiling data for submissions to USACE relating to the Hurricane Katrina service contract; Management and processing of payables for Hurricane Katrina service contract
- **Executive Analyst**, George S. May International 2003-2005, Financial Management and leadership in determining areas of weakness in accounting controls and bookkeeping.
- **CFO/Director of Administration & Special Projects**, Hospitality Enterprises 2002-2003, Management and direction to restructuring of accounting department and development and implementation of standard processes, procedures, and a common IT platform

CERTIFICATIONS/TRAINING

- Accounting Software training: Maxwell Systems and Sage Timberline Accounting
- Systems Integration training
- Fiscal Planning and Control training



Ernie Pliscott, Project Specialist

Mr. Pliscott brings 6 years extensive debris and emergency roofing management experience to Ceres Environmental Services, Inc. Mr. Pliscott has worked in multiple roles for debris and roofing projects such as Project Manager, Assistant Project Manager, Project Superintendent and Crew Foreman. Mr. Pliscott assumes responsibilities including providing project supervision, supervising subcontractors and Ceres crews in the field, assisting in the procurement of pre-event Contracts and securing TDSR sites. Mr. Pliscott attended Penn State University, Scranton, PA for Electrical Engineering.

PROFESSIONAL EXPERIENCE

- **Ice Storm 2009**, Project Superintendent in Livingston County; Project Management support of County cleanup of Winter Ice Storm in Kentucky; Trimmed, loaded, and hauled vegetative debris from County maintained rights-of-way meeting the County's deadline for completion of work while maintaining high safety records
- **Hurricane Ike 2008**, Operations management support of county and city debris removal and disposal including hauling of 330,000 cubic yards meeting County's deadline for completion of work maintaining very high safety standards in Texas
- **Hurricane Gustav 2008**, Field Operations management and support for emergency debris removal and disposal of over 1.9 million cubic yards of storm debris; Trimming and removal of hazardous trees; Removal and disposal of white goods in East Baton Rouge Parish
- **Hurricane Dolly 2008**, Project Superintendent and operations support for debris removal, processing, and disposal; Supervised load and haul crews that hauled more than 400,000 cubic yards of debris from the ROW; Mobilized and operated field crews to remove, reduce and dispose of hurricane debris and provide cleanup services in Cameron County, Texas
- **Hurricanes Charlie, Frances and Katrina**; Velocity Holdings, LLC 2004-2007, Directed the operations and management of crews throughout Florida and Mississippi for emergency temporary roof repairs and installation resulting from Hurricanes Charlie, Frances and Katrina during hurricane seasons 2004 and 2005; Contracted with Ceres Environmental Services, Inc. during summer 2006 and 2007 to negotiate with sub-contractors to haul debris in the event of a storm in the Virgin Islands; Secured TDSR sites in Florida and Texas
- **Sales Representative**, Southeast Laundry Systems, 2000-2004, Management for annual sales in commercial laundry equipment in Southwest Florida selling to the hospitality and institutional companies
- **Sales Representative**, Simplex Fire Alarm, 1998-2000, Management for fire alarm systems sales to electrical contractors and end users; Responsible for Dade and Broward counties in Florida
- **Sales Representative**, Lodging Technologies, 1995-1998, Management for energy management systems sales to hotels and commercial facilities; Responsible for sales throughout South Florida from Palm Beach to the Florida Keys

Timothy Zanor, Imaging Supervisor, IT Support

Mr. Zanor brings 15 years professional experience to Ceres Environmental Services, Inc. of both direct and remote computer support administration with extensive experience in multi-workstation and server configurations including network administration for Novel, Microsoft, AppleTalk and Banyan Vines systems. Mr. Zanor has maintained management for the day to day operations of the LaserFiche electronic document library, image scanning and maintenance of electronic document retention guidelines. Mr. Zanor is proficient in multiple software including Maxwell Systems, Citrix, RMS/QCS, SQL Servers, VOiP Systems, Blackberry Servers and Exchange Servers. He has held various systems positions including IT Manager, Network Administrator and Systems Administrator. Mr. Zanor attended Century College where he studied as a Program Microcomputers Specialist. He is also currently attending Colorado Technical University for his Bachelor's degree in Information Technology.

PROFESSIONAL EXPERIENCE

- **Winter Storm Alfred 2011** providing network administration, technical support, imaging and systems maintenance support to winter storm recovery projects in Connecticut.
- **North Dakota Flood Recovery 2011** providing network administration, technical support, imaging and systems maintenance support to flood recovery operations.
- **Hurricane Irene 2011** providing network administration, technical support, imaging and systems maintenance support to hurricane recovery operations in Virginia and North Carolina.
- **Alabama Tornadoes April 2011**, Network administrative, imaging and systems maintenance support to debris clean up in nine Alabama locations which included trimming, loading, and hauling of debris. Also administrated data management and tabulation for Jefferson County and the City of Jasper.
- **Haiti Earthquake 2010 - present**, providing network administration, technical support, imaging and systems maintenance support to earthquake recovery operations in Port-au-Prince, Haiti.
- **Ice Storm 2009**, Network administrative, imaging and systems maintenance support to emergency debris clean up after Winter ice storm which included trimming, loading, and hauling of vegetative debris for county rights-of-ways in Kentucky
- **Hurricane Ike 2008**, System and electronic resources administration and operations support to county and city debris removal and disposal in Texas
- **Hurricane Gustav 2008**, Procurement, installation and configuring of network servers and workstations in support of field operations for emergency debris removal and disposal of over 1.9 million cubic yards of debris in Louisiana; Imaging support for debris tickets; Creation of wide area network (WAN) for secure TDSR sites and field offices; Maintenance management of network systems and electronic resources
- **Hurricane Dolly 2008**, Network administration and system maintenance support to debris removal, processing and disposal operations from county rights-of-ways in Texas
- **Iowa Flood 2008**, System support including network and internet access security to field operations for debris removal and disposal which also included white goods, C & D, and household hazardous waste removal and disposal in Iowa
- **Flood Control, Rio Puerto Nuevo, Rio Fajardo 2007**, Procurement, configuration, and IT support for Floodway Control (USACE) project in Puerto Rico
- **U.S. Army**, Aviation Battalion 1st Platoon Utility and Battalion Commanders Helicopter Crew Chief, Aviation Life Support Officer, and NBC Officer responsible for nuclear, biological, and chemical warfare prevention.

CERTIFICATIONS/TRAINING

- Network Operating Systems training: Novell2.x, 3.1x, 4, & 5; Microsoft SBS; and Microsoft LAN
- LaserFiche Administrator, user ver. 8.0 training
- LaserFiche Quick Fields ver. 7.0 training
- Advanced Utility Helicopter Repair training
- Nuclear, Biological, Chemical (NBC) protection training
- Aviation Life Support (ALS) training



Michael Hansen, Resources Manager

Mr. Hansen brings over 20 years of resources management to Ceres Environmental Services, Inc. Mr. Hansen has been instrumental in several debris and construction projects providing support in the areas of operations, logistics, safety, heavy equipment, ground equipment and purchasing. In addition to logistics and resources management to emergency response projects, he oversees the day to day management and maintenance of office equipment, safety equipment, mechanical equipment, heavy equipment, electronic equipment, and fleet vehicles. Mr. Hansen studied Forestry, Biology, and Business Management at Northland College, Wisconsin.

PROFESSIONAL EXPERIENCE

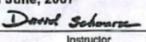
- **Winter Storm Alfred 2011** Operations and Logistics Manager for recovery efforts in two Connecticut contracts.
- **North Dakota Flood Recovery 2011** Operations and Logistics Manager for shipping supplies and equipment for three flood recovery projects.
- **Hurricane Irene 2011** Operations and Logistics Manager for shipping supplies and equipment for two hurricane recovery projects.
- **Alabama Tornadoes April 2011**, Operations and Logistics Manager for shipping supplies and equipment to and between four projects.
- **Haiti Earthquake 2010 - Present**, Logistics Manager in charge of shipping supplies and equipment for operations in Haiti.
- **Ice Storm 2009**, Operations and logistics management and support for debris removal and disposal from county rights-of-ways in Kentucky
- **Hurricane Ike 2008**, Operations and resources management for debris removal and disposal for 11 different locations; Logistics management of positioning, establishing and set up of field offices in Texas
- **Hurricane Gustav 2008**, Resources and operations management for debris removal and disposal in Louisiana; Positioned, located, and set up of field offices including maintenance
- **Hurricane Dolly 2008**, Operations, logistics, and resources management and support providing critical resources such as equipment, personnel, office equipment, and networks to debris removal and disposal in Texas
- **Iowa Flood 2008**, Project administrative and operations support for debris removal due to Cedar River flooding in Iowa
- **Flood Control, Rio Puerto Nuevo, Rio Fajardo 2007**, Operations, logistics and resources management to Floodway Control project in Puerto Rico including shipping and receiving equipment
- **Ice Storm 2007**, Operations and resources management to debris removal in response to Winter Ice Storm in Oklahoma
- **Hurricane Katrina 2005**, Operations and logistics management support to debris removal, processing, and disposal operations of over 13 million cubic yards of storm debris in Louisiana
- **U.S. Coast Guard**, Auxiliary Service Engineer, EMT, Fuel/Oil & Water Engineer, and Machinery Technician which included responsibility of mechanical engineer on station and watercraft providing oversight to engines, boilers, generators, propulsion units, HVAC units, watercraft and aircraft refueling

CERTIFICATIONS/TRAINING

- FEMA certified ICS-100, ICS-200, IS-300, IS-400, IS-700
- USACE CQM certified
- OSHA 10 Hour Construction Safety & Health
- First Aid/CPR certified



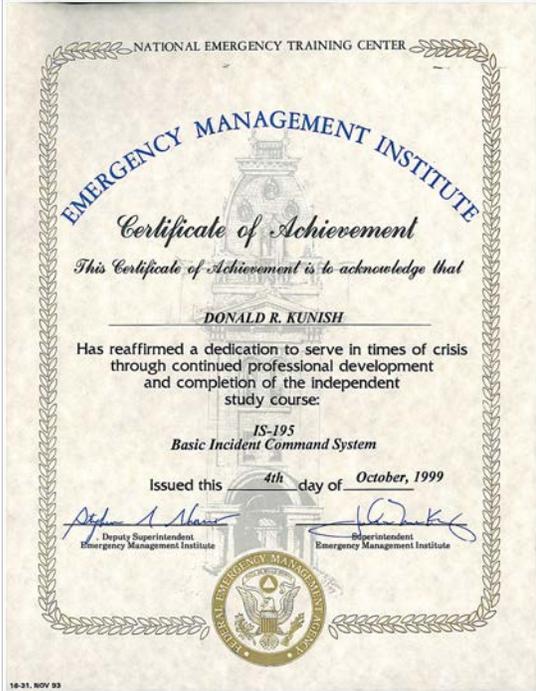
Employee Certifications

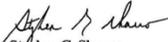
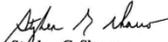
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DAVID A PREUS</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00100.a Introduction to the Incident Command System, ICS-100</p> <p>Issued this 25th Day of May, 2009</p>  <p>0.3 IACET CEU</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ David Preus ▪ Dawn Brown ▪ Derek Pruner ▪ Donald Kunish ▪ Earl Lutz ▪ Gail Hanscom ▪ Mike Hansen ▪ Patricia Macey ▪ SaraBeth Ray ▪ Steve Johnson ▪ Tia Laurie
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>PATRICIA C MACEY</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00200.b ICS for Single Resources and Initial Action Incident, ICS-200</p> <p>Issued this 22nd Day of December, 2010</p>  <p>0.3 IACET CEU</p>  <p>Viki Santiago-Milose Superintendent (Acting) Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Derek Pruner ▪ Donald Kunish ▪ Earl Lutz ▪ Gail Hanscom ▪ Mike Hansen ▪ Patricia Macey ▪ Steve Johnson
<p>Certificate of Achievement</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>Gail M. Hanscom</p> <p>Has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of requirements of the</p> <p>IS-300 INTERMEDIATE INCIDENT COMMAND SYSTEM COURSE</p> <p>as prescribed by the Minnesota Department of Public Safety, Division of Homeland Security and Emergency Management And Federal Emergency Management Agency</p> <p><i>This training sponsored and coordinated by the Champlin Office of Emergency Management</i> Champlin, Minnesota Issued this 1st day of June, 2007</p>  <p>David Schwarz Instructor</p> <p><small>This Course meets the requirements for 12 hours of continuing education as recognized by the National Registry of Emergency Medical Technicians</small></p> <p><small>Minnesota CEU credits applied for: Gail M. Hanscom</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Donald Kunish ▪ Earl Lutz ▪ Gail Hanscom ▪ Mike Hansen ▪ Patricia Macey ▪ Steve Johnson

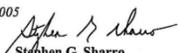
<p>Certificate of Achievement This Certificate of Achievement is to acknowledge that</p> <p><u>Gail M. Hanscom</u></p> <p>Has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of requirements of the</p> <p>IS-400 ADVANCED INCIDENT COMMAND SYSTEM COURSE as proscribed by the Minnesota Department of Public Safety, Division of Homeland Security and Emergency Management And Federal Emergency Management Agency</p> <p><i>This training sponsored and coordinated by the Champlin Office of Emergency Management</i> Champlin, Minnesota Issued this 1st day of June, 2007</p> <p><i>David Schwarz</i> Instructor</p> <p><small>This Course meets the requirements for 12 hours of continuing education as recognized by the National Registry of Emergency Medical Technicians Minnesota POST credits applied for.</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Donald Kunish ▪ Earl Lutz ▪ Gail Hanscom ▪ Mike Hansen ▪ Patricia Macey ▪ Steve Johnson
<p>Emergency Management Institute</p> <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>TIA N LAURIE</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00700 National Incident Management System (NIMS), An Introduction</p> <p>Issued this 22nd Day of December, 2008</p> <p><i>Cortez Layrence</i> Cortez Layrence, PhD Superintendent Emergency Management Institute</p> <p>0.3 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Derek Pruner ▪ Donald Kunish ▪ Earl Lutz ▪ Gail Hanscom ▪ Mike Hansen ▪ Patricia Macey ▪ SaraBeth Ray ▪ Steve Johnson ▪ Tia Laurie ▪ Donald Kunish
<p>Emergency Management Institute</p> <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>TIA LAURIE</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00800.b National Response Framework, An Introduction</p> <p>Issued this 23rd Day of December, 2009</p> <p><i>Cortez Layrence</i> Cortez Layrence, PhD Superintendent Emergency Management Institute</p> <p>0.3 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Derek Pruner ▪ Donald Kunish ▪ Patricia Macey ▪ Tia Laurie ▪ Donald Kunish

<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-0001 Emergency Program Manager An Orientation to the Position Issued this 22nd Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>1.0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>TIA N LAURIE</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-0010 Animals in Disaster, Awareness and Preparedness Issued this 31st Day of December, 2008</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>1.0 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Tia Laurie
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-0026 Guide to Points of Distribution Issued this 26th Day of March, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.4 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

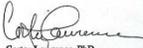
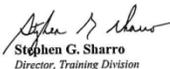
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00033 FEMA Initial Ethics Orientation</p> <p>Issued this 8th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.1 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>TIA LAURIE</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00102 Deployment Basics for FEMA Response Partners</p> <p>Issued this 2nd Day of January, 2009</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.1 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Tia Laurie
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00120.a An Introduction to Exercises</p> <p>Issued this 8th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.5 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00130 Exercise Evaluation and Improvement Planning</p> <p>Issued this 20th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.5 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R. KUNISH</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course:</p> <p>IS-00139 Exercise Design</p> <p>Issued this 28th Day of July, 2006</p>  <p>Richard Callis Acting Superintendent Emergency Management Institute</p> <p>1.5 CEUs</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Donald Kunish
 <p>NATIONAL EMERGENCY TRAINING CENTER</p> <p>EMERGENCY MANAGEMENT INSTITUTE</p> <p><i>Certificate of Achievement</i></p> <p><i>This Certificate of Achievement is to acknowledge that</i></p> <p>DONALD R. KUNISH</p> <p>Has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-195 Basic Incident Command System</p> <p>Issued this 4th day of October, 1999</p>  <p>Deputy Superintendent Emergency Management Institute</p>  <p>Superintendent Emergency Management Institute</p>  <p>10-01, NOV 99</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish

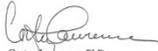
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R KUNISH II</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00208 State Disaster Management</p> <p>Issued this 3rd Day of January, 2008</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>1.0 CEU</p>	<p>Ceres Employees Holding This Certification Donald Kunish</p>
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R. KUNISH</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00230 Principles of Emergency Management</p> <p>Issued this 17th Day of August, 2005</p>  <p>Stephen G. Sharro Director, Training Division</p> <p>1.0 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Donald Kunish
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R. KUNISH</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00235 Emergency Planning</p> <p>Issued this 18th Day of August, 2005</p>  <p>Stephen G. Sharro Director, Training Division</p> <p>1.0 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Donald Kunish

<p style="text-align: center;">Emergency Management Institute</p>  <p style="text-align: center;">FEMA</p> <p style="text-align: center;">This Certificate of Achievement is to acknowledge that DONALD R. KUNISH has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course: IS-00240 Leadership & Influence Issued this 28th Day of March, 2006</p> <p style="text-align: right;"> Richard Callis Acting Superintendent Emergency Management Institute <small>FEMA Form 16-21, October 05</small></p> <p>0.9 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Donald Kunish
<p style="text-align: center;">Emergency Management Institute</p>  <p style="text-align: center;">FEMA</p> <p style="text-align: center;">This Certificate of Achievement is to acknowledge that DONALD R. KUNISH has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course: IS-00241 Decision Making & Problem Solving Issued this 12th Day of December, 2005</p> <p style="text-align: right;"> Stephen G. Sharro Superintendent, Emergency Management Institute <small>FEMA Form 16-21, October 05</small></p> <p>0.8 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p style="text-align: center;">Emergency Management Institute</p>  <p style="text-align: center;">FEMA</p> <p style="text-align: center;">This Certificate of Achievement is to acknowledge that DONALD R. KUNISH has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course: IS-00242 Effective Communication Issued this 04th Day of October, 2005</p> <p style="text-align: right;"> Stephen G. Sharro Superintendent, Emergency Management Institute <small>FEMA Form 16-21, October 05</small></p> <p>0.8 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish

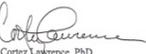
<p style="text-align: center;">Emergency Management Institute</p>  <p style="text-align: center;">FEMA</p> <p style="text-align: center;">This Certificate of Achievement is to acknowledge that DONALD R. KUNISH has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of this course: IS-00244 Developing and Managing Volunteers</p> <p style="text-align: center;">Issued this 21st Day of July, 2006</p> <p style="text-align: right;"> Richard Callis Acting Superintendent Emergency Management Institute</p> <p>1.0 CEU</p> <p style="text-align: right;"><small>FEMA Form 16-51, October 05</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p style="text-align: center;">Emergency Management Institute</p>  <p style="text-align: center;">FEMA</p> <p style="text-align: center;">This Certificate of Achievement is to acknowledge that DONALD R KUNISH II has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course: IS-00271 Anticipating Hazardous Weather & Community Risk</p> <p style="text-align: center;">Issued this 17th Day of November, 2010</p> <p style="text-align: right;"> Vilma Schiavo Milnec Superintendent (Acting) Emergency Management Institute</p> <p>1.0 IACET CEU</p> 	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p style="text-align: center;">Emergency Management Institute</p>  <p style="text-align: center;">FEMA</p> <p style="text-align: center;">This Certificate of Achievement is to acknowledge that DEREK E PRUNER has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course: IS-00288 Role of Voluntary Agencies in Emergency Mgmt</p> <p style="text-align: center;">Issued this 27th Day of March, 2010</p> <p style="text-align: right;"> Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>1.0 IACET CEU</p> 	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

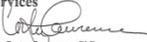
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R KUNISH II</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00293 Mission Assignment Overview</p> <p>Issued this 22nd Day of September, 2009</p>  <p>0.3 IACET CEU</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Donald Kunish
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R KUNISH II</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00324.a Community Hurricane Preparedness</p> <p>Issued this 18th Day of November, 2010</p>  <p>1.0 IACET CEU</p>  <p>Vilens Schilling Milmoce Superintendent (Acting) Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R. KUNISH</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00340 Hazardous Materials Prevention</p> <p>Issued this 27th Day of May, 2005</p>  <p>1.0 CEU</p>  <p>Stephen G. Sharro Director, Training Division</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish

<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R KUNISH II</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00520 Introduction to Continuity of Operations Planning for Pandemic Influenzas</p> <p>Issued this 7th Day of October, 2009</p>  <p>0.1 IACET CEU</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>TIA LAURIE</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00630 Introduction to the Public Assistance Process</p> <p>Issued this 21st Day of December, 2009</p>  <p>0.2 IACET CEU</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish▪ Patricia Macey▪ Steve Black▪ Tia Laurie
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00631 Public Assistance Operation I</p> <p>Issued this 7th Day of April, 2010</p>  <p>0.7 IACET CEU</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

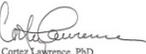
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>TIA N LAURIE</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00632 Intro to Debris Opers in FEMA's Public Assis. Prg</p> <p>Issued this 8th Day of August, 2008</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.5 CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner▪ Tia Laurie
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DONALD R KUNISH II</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00634 Introduction to FEMA's Public Assistance Program</p> <p>Issued this 16th Day of September, 2011</p>  <p>Vilrod Schifano Milmo Superintendent (Acting) Emergency Management Institute</p>  <p>0.4 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00701.a NIMS Multiagency Coordination System (MACS)</p> <p>Issued this 30th Day of March, 2010</p>  <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p>  <p>0.5 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

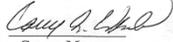
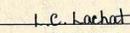
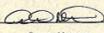
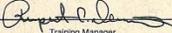
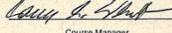
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00703.a NIMS Resource Management</p> <p>Issued this 13th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.3 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00801 Emergency Support Function (ESF) #1 Transportation</p> <p>Issued this 15th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00802 Emergency Support Function (ESF) #2 Communications</p> <p>Issued this 15th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

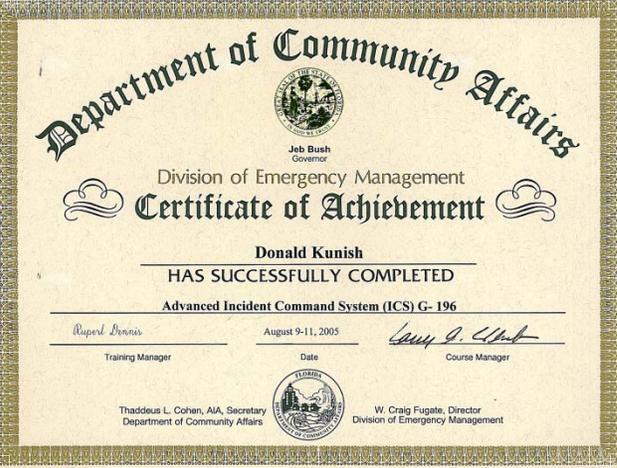
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00803 Emergency Support Function (ESF) #3 Public Works and Engineering</p> <p>Issued this 15th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00804 Emergency Support Function (ESF) #4 Firefighting</p> <p>Issued this 16th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00805 Emergency Support Function (ESF) #5 Emergency Management</p> <p>Issued this 16th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

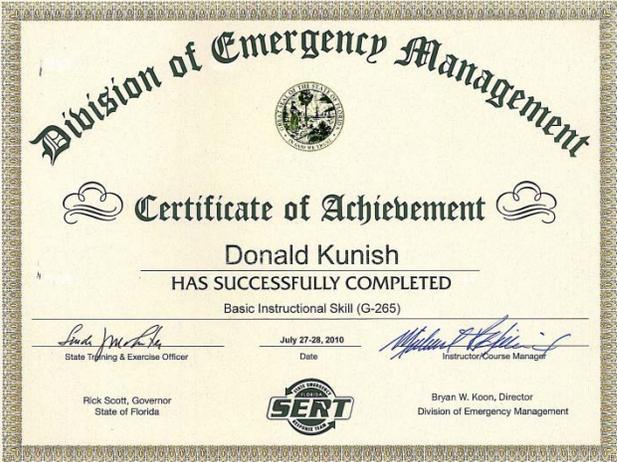
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00806 Emergency Support Function (ESF) #6 Mass Care, Emerg. Assistance, Housing, Human Services</p> <p>Issued this 30th Day of March, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00808 Emergency Support Function (ESF) #8 Public Health and Medical Services</p> <p>Issued this 17th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00809 Emergency Support Function (ESF) #9 Search and Rescue</p> <p>Issued this 17th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00810 Emergency Support Function (ESF) #10 Oil and Hazardous Materials Response</p> <p><i>Issued this 17th Day of April, 2010</i></p>   <p><small>Cortez Lawrence, PhD Superintendent Emergency Management Institute</small></p> <p><small>0 IACET CEU</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00811 Emergency Support Function (ESF) #11 Agriculture and Natural Resources</p> <p><i>Issued this 17th Day of April, 2010</i></p>   <p><small>Cortez Lawrence, PhD Superintendent Emergency Management Institute</small></p> <p><small>0 IACET CEU</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00812 Emergency Support Function (ESF) #12 Energy</p> <p><i>Issued this 17th Day of April, 2010</i></p>   <p><small>Cortez Lawrence, PhD Superintendent Emergency Management Institute</small></p> <p><small>0 IACET CEU</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

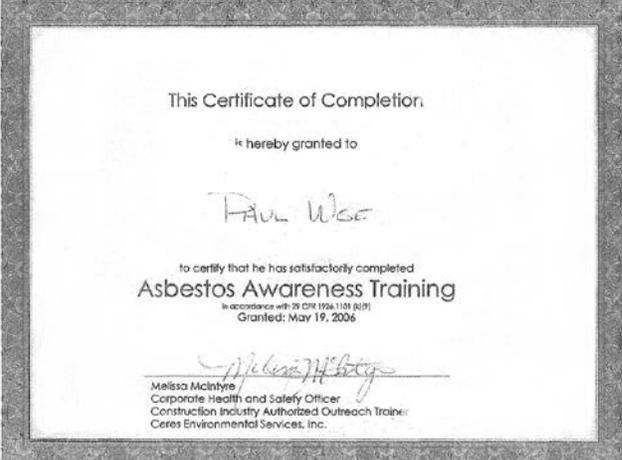
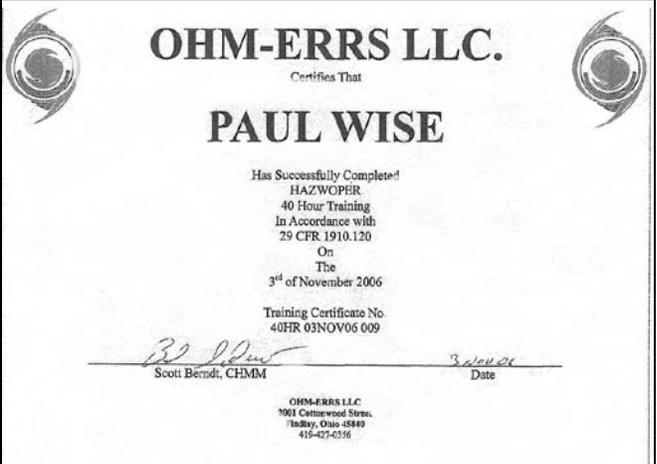
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00813 Emergency Support Function (ESF) #13 Public Safety and Security</p> <p>Issued this 17th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-00814 Emergency Support Function (ESF) #14 Long-Term Community Recovery</p> <p>Issued this 17th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner
<p>Emergency Management Institute</p>  <p>FEMA</p> <p>This Certificate of Achievement is to acknowledge that</p> <p>DEREK E PRUNER</p> <p>has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the independent study course:</p> <p>IS-01900 National Disaster Medical System (NDMS) Federal Coordinating Center Operations</p> <p>Issued this 18th Day of April, 2010</p>   <p>Cortez Lawrence, PhD Superintendent Emergency Management Institute</p> <p>0.3 IACET CEU</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Derek Pruner

<p style="text-align: center;">FEPA 2007 Annual Conference Certificate of Completion</p> <p style="text-align: center;">is hereby granted to: DONALD KUNISH</p> <p style="text-align: center;">for successful completion of the Exercise Program Manager (G-137) course January 29-30, 2007</p> <p style="text-align: center;">Granted: February 2, 2007</p> <div style="display: flex; justify-content: space-between;"><div style="text-align: center;"> Steve Glass, CAE, CMP Executive Director</div><div style="text-align: center;">  Course Manager</div><div style="text-align: center;"></div></div>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p style="text-align: center;">Department of Community Affairs</p> <p style="text-align: center;">Job Bush Governor</p> <p style="text-align: center;">Division of Emergency Management</p> <p style="text-align: center;">Certificate of Achievement</p> <p style="text-align: center;">Donald Kunish HAS SUCCESSFULLY COMPLETED</p> <p style="text-align: center;">Incident Command Systems/Emergency Operations Center (ICS/EOC) Interface G191</p> <div style="display: flex; justify-content: space-between;"><div style="text-align: center;"> Training Manager</div><div style="text-align: center;">November 28, 2001 Date</div><div style="text-align: center;"> Course Manager</div></div> <div style="display: flex; justify-content: space-between;"><div style="text-align: center;"> Steven M. Seibert, Secretary Department of Community Affairs</div><div style="text-align: center;"> W. Craig Fugate, Director Division of Emergency Management</div></div>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish
<p style="text-align: center;">Department of Community Affairs</p> <p style="text-align: center;">Job Bush Governor</p> <p style="text-align: center;">Division of Emergency Management</p> <p style="text-align: center;">Certificate of Achievement</p> <p style="text-align: center;">Donald R. Kunish II HAS SUCCESSFULLY COMPLETED</p> <p style="text-align: center;">Incident Command System (G-195) Intermediate</p> <div style="display: flex; justify-content: space-between;"><div style="text-align: center;"> Training Manager</div><div style="text-align: center;">July 18-20, 2005 Date</div><div style="text-align: center;"> Course Manager</div></div> <div style="display: flex; justify-content: space-between;"><div style="text-align: center;"> Thaddeus L. Cohen, AIA, Secretary Department of Community Affairs</div><div style="text-align: center;"> W. Craig Fugate, Director Division of Emergency Management</div></div>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Donald Kunish

	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> Donald Kunish
	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> Donald Kunish
	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> David Preus Donald Kunish Gail Hanscom

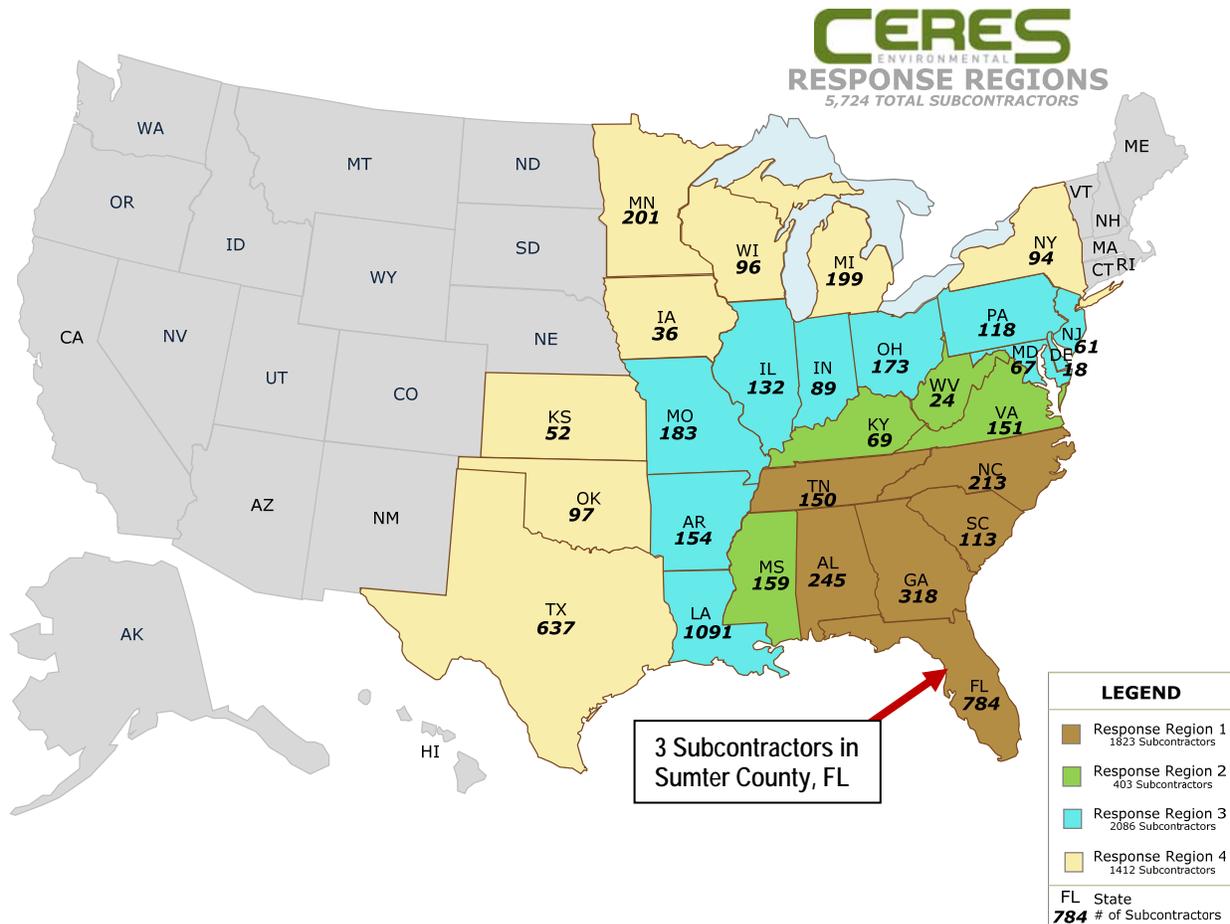
	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Donald Kunish
	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Donald Kunish
	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Adam Chinander ▪ Brian Ritter ▪ David Davenport ▪ David Preus ▪ Earl Lutz ▪ Ernie Pliscott ▪ Gail Hanscom ▪ Ken Treveen ▪ Ken Williams ▪ Mike Hansen ▪ Paul Wise ▪ Raymond Arndt ▪ Ron Rodriguez ▪ Tia Laurie ▪ Todd Hooper

 <p>LOUISIANA RECOVERY FIELD OFFICE <i>Certificate of Appreciation</i> <i>Presented to</i> STEVE BLACK</p> <p>For your outstanding contribution to the Louisiana Recovery Field Office mission in support of the FEMA ESF#3 response and recovery efforts for Hurricane Katrina (29 Aug 05) and Hurricane Rita (24 Sep 05). Your willingness to go the extra mile for the citizens affected by these historic storms is commendable and reflects great credit upon you and the U.S. Army Corps of Engineers. Thanks for Doing It Right!</p> <p><i>The Face of The Corps!</i></p> <p><i>Charles O. Smithers III</i> CHARLES O. SMITHERS III COL, EN Commanding</p> <p>US Army Corps of Engineers</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> Steve Black
<p>Certificate of Completion</p> <p><i>This certifies that</i></p> <p>Tia N. Laurie</p> <p><i>Has successfully completed</i></p> <p><i>Introduction to Disaster Services</i></p> <p>Completed On 12/22/2008 10:38 AM Eastern Standard Time</p> <p>_____ Instructor</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> Tia Laurie
 <p>Certificate of Completion</p> <p>Presented to: JAKOB THOMPSON</p> <p>On 1/27/2012, JAKOB THOMPSON successfully completed the OSHA 30 Hour Outreach Training for General Industry.</p> <p><i>Jaylen Elton Johnson</i></p> <p>OSHA Authorized Trainer OSHA Authorized Trainer: I certify that I have conducted the OSHA Outreach Training course in accordance with OSHA Outreach Training Program requirements. I will document this date in my records. I will provide each student their completion card within 30 days of the end of the course.</p> <p>OSHA TRAINING INSTITUTE UNIVERSITY OF SOUTH FLORIDA American Safety Council</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> David Davenport Jake Thompson Mark Luckhardt Ron Rodriguez Todd Hooper Troy Garrett

 <p>Certificate of Completion</p> <p>Presented to: JAKOB THOMPSON</p> <p>On 1/20/2012, JAKOB THOMPSON successfully completed the 10-Hour OSHA Outreach Training Course for General Industry.</p> <p><small>OSHA TRAINING INSTITUTE UNIVERSITY OF SOUTH FLORIDA American Safety Council OSHA Authorized Trainer At an OSHA authorized training facility, I have attended the OSHA outreach training course in accordance with OSHA outreach training program requirements. I will document this date to my sponsoring OSHA training organization. Upon successful review of my documentation, I will provide each attendee their appropriate card. Retain one copy of this card for your files.</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ David Davenport ▪ David Velez ▪ Huey DeVille ▪ Jake Thompson ▪ Mark Luckhardt ▪ Mike Hansen ▪ Paul Wise ▪ Ron Rodriguez ▪ Steve Johnson
 <p>This Certificate of Completion</p> <p>is hereby granted to</p> <p><i>Paul Wise</i></p> <p>to certify that he has satisfactorily completed</p> <p>Asbestos Awareness Training</p> <p><small>In accordance with 29 CFR 1926.1101 (b)(1) Granted: May 19, 2006</small></p> <p><i>Melissa McIntyre</i> Melissa McIntyre Corporate Health and Safety Officer Construction Industry Authorized Outreach Trainer Ceres Environmental Services, Inc.</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ Paul Wise ▪ Ron Rodriguez
 <p>OHM-ERRS LLC. Certifies That</p> <p>PAUL WISE</p> <p>Has Successfully Completed HAZWOPER 40 Hour Training In Accordance with 29 CFR 1910.120 On The 3rd of November 2006</p> <p>Training Certificate No. 40HR 03NOV06 009</p> <p><i>Scott Berndt</i> Scott Berndt, CHMM</p> <p><i>Paul Wise</i> Date</p> <p><small>OHM-ERRS LLC 1001 Chatterwood Street, Tulley, Ohio 45449 419-427-0356</small></p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none"> ▪ David Davenport ▪ Donald Kunish ▪ Jake Thompson ▪ Patricia Macey ▪ Matt Sharpe ▪ Paul Wise

 <p>This recognizes that Gail M. Hanscom has completed the requirements for Standard First Aid with CPR/AED-ADULT conducted by Twin Cities Area Chapter Date Completed 2/17/2011 The American Red Cross recognizes this certificate as valid for 2 year(s) from completion date.</p>	<p>Ceres Employees Holding This Certification</p> <ul style="list-style-type: none">▪ Adam Chinander▪ CJ Wittmaak▪ David Davenport▪ Dawn Brown▪ Earl Lutz▪ Ed Ziegler▪ Gail Hanscom▪ Heather Johnson▪ Huey DeVille▪ Mike Hansen▪ Mike Lee▪ Ray Rantala▪ Ron Rodriguez▪ Steve Johnson▪ Swaroop Gowda
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2.3.2 Subcontractors



Our objective at Ceres Environmental Services, Inc. is to perform all work associated with this contract in an efficient and safe manner through the effective administration and management of our equipment, personnel, subcontractors, and suppliers. In accordance with Ceres' policies and programs, the work plan for this contract will be developed and executed assisting, counseling, advising, and utilizing, to the maximum extent possible and to the extent consistent with Sumter County's interest, Local and other Small Businesses (SB) as well as HUBZone, Veteran-owned (VO), Service Disabled Veteran-Owned (SDVO), Small Disadvantaged (SDB), Woman-Owned (WOSB), Historically Black Colleges and Universities (HBCU), and Minority Institutions (MI) for the provision of equipment, labor, services and supplies.

It is important for Ceres to provide opportunities for local companies and their employees to work on any project that may result from this contract. Additionally, Ceres may directly employ individuals to work for Ceres on a project. Ceres has a very well developed subcontracting plan, and Ceres also has a stellar record of implementing our plan and making payments to local subcontractors on past projects performed when Ceres is the prime contractor.

During our Hurricane Katrina response, Ceres was very successful in subcontracting with local companies. Our first priority is to give opportunities to local firms and it is our commitment to meet or exceed other small business and minority hiring goals of Sumter County. We recognize the importance of bringing in local companies and thereby further assisting in the economic recovery of the local area.

Ceres paid local subcontractors 59.5% of subcontracted dollars during our response to Hurricanes Katrina and Rita in Louisiana, and successfully subcontracted to Small Disadvantaged Businesses (10.77%), Women Owned Businesses (18.25%) and Veteran Owned Businesses (8.38%).

Additionally, over the 2008-2009 hurricane recovery season, Ceres paid local subcontractors 57% of subcontracting dollars on work performed in LA as a result of Hurricanes Gustav and Ike. Ceres employs a Subcontractor Liaison who is dedicated to soliciting and involving local businesses with our projects. We look forward to using our subcontracting plan to further involve local businesses with work opportunities with Ceres.

Subcontracting To Firms within the Area of the Project

It is the intention, policy and practice of Ceres to utilize **local** subcontract services in the performance of the proposed contract to the maximum extent possible as consistent, within the requirements of **the Stafford Act**, Sec. 307, Use of Local Firms and Individuals (42 U.S.C. 5150), the prime contract and sound business practices and management policies. In General - In the expenditure of Federal funds for debris clearance, distribution of supplies, reconstruction, and other major disaster or emergency assistance activities which may be carried out by contract or agreement with private organizations, firms, or individuals, preference will be given, to the extent feasible and practicable, to those organizations, firms, and individuals residing or doing business primarily in the area affected by such major disaster or emergency. We recognize the advantages obtainable by utilizing other responsible and experienced firms who are capable of furnishing specialty services and products of high quality. First priority will be given to those subcontractors who are from or do business in the surrounding area.

A separate program will be included for local contractors and HBCU/MIs that do not necessarily have goals established under the contract requirements. Ceres' internal subcontractor databases, on-line databases, online local business directories, and local government offices will be used to identify contractors in the immediate area. This is the process used quite successfully by Ceres on previous projects. The search and identification will validate the speed and performance level to mobilize contractors on site and begin the physical work. Our internal subcontractor database includes subcontractors who have expressed an interest in or assisted our firm in the successful completion of emergency response contracts. All efforts will be made to also procure supplies, materials and labor from local vendors.

Ceres has and will continue to communicate with local authorities, elected officials, and community organizations, its desire to hire local and small business enterprises and subcategory businesses to meet the requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003 and meet specified goals for hiring SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones. Copies of the contract will be sent to Plan Rooms servicing the particular region in addition to our office in the project area. The contract will also be posted to a web site and potential subcontractor registration will also be available via web, FAX, direct contact (1-877-STORM12). A dedicated toll-free telephone service will be established specifically for subcontractors interested in contracting with Ceres. Ceres has made as many resources available to subcontractors as possible in order to initiate and facilitate communication.

The Manager of Administration and the Subcontract Administrator will notify regionally based subcontractors of the issuance of a notice to proceed. Ceres' subcontractor database currently contains more than 6,000 disaster debris management prospective subcontractors who have contacted Ceres with an interest in subcontracting. More than 1,100 of these subcontractors have worked on Ceres' disaster projects, providing, along with Ceres' owned fleet, more than 7,000 pieces of loading and hauling equipment. While our database of qualified subcontractors is very large, it is our intention to select from a more regionally based group and have established for Sumter County four unique response regions. These are based on relative distance from your area and use straight-line miles and/or drive time to establish which region each state of potential subcontractors belongs in.

The information presented in the following table is taken directly from our subcontractor database, showing the home state of operation and numbers of subcontractors, by the approximate drive times to Sumter County. A list of prospective local (Sumter County) and State of Florida subcontractors is included in this proposal. Should you desire a listing of the Region 1-4 subcontractors by name and location; Ceres can provide such a list upon request.

Response Region 1: 240 straight-line miles or 6-8 hours driving time			
Alabama	245	North Carolina	213
Florida	784	South Carolina	113
Georgia	318	Tennessee	150
Subtotal of firms within 6-8 hours driving time = 1,823			
Response Region 2: 360 straight-line miles or 8-10 hours driving time			
Kentucky	69	Mississippi	159
Virginia	151	West Virginia	24
Subtotal of firms within 8-10 hours driving time = 403			
Response Region 2: 360 straight-line miles or 8-10 hours driving time			
Arkansas	154	Delaware	18
Maryland	67	Missouri	183
Illinois	132	New Jersey	61
Indiana	89	Ohio	173
Louisiana	1091	Pennsylvania	118
Subtotal of firms within 8-10 hours driving time = 2,086			
Total Number of Subcontractors Within One Days Driving Time = 4,312			
Response Region 4: greater than 600 straight-line miles or more than 14 hours driving time			
Iowa	36	New York	94
Kansas	52	Oklahoma	97
Michigan	199	Texas	637
Minnesota	201	Wisconsin	96
Subtotal of firms greater than 14 hours driving time = 1,412			
Total Number of Subcontractors Within Two Days Driving Time =5,724			

Ceres Plan Administrator and Duties

The Ceres Corporate Small Business Plan Administrator is:

Tia Laurie
Plan Administrator
Ceres Environmental Services, Inc.
6960 Professional Parkway
Sarasota, FL 34240
(800) 218-4424
tia.laurie@ceresenvironmental.com

Ms. Laurie's responsibilities include:

- Identification, development, and maintenance of source lists of small, small disadvantaged, and women-owned small business concerns. Verifying the list of subcontract entities, or database, is properly maintained.
- Develop outreach programs through advertising; broadcast fax solicitations; networking with local and national organizations such as AGC, applicable trade unions, Chambers of Commerce etc.
- Ensuring the inclusion of targeted business concerns in all solicitations for services or products; and ensuring that all solicitations are structured to permit the maximum possible participation by targeted concerns.
- Ensuring that certain solicitations or sources sought are restricted to SDB concerns (competitive basis).
- Ensuring the establishment and maintenance of records of all subcontract awards to ensure appropriate documentation of non-selection of bids submitted by targeted enterprises.
- Ensuring the preparation and submittal of all compliance reports.
- Maintaining records and measuring performance against established goals.
- Advise, train, and foster project management personnel on the purposes of the SB Subcontracting Program.
- To ensure any provided study or reports are formatted in a manner compliant with the contract or otherwise acceptable to the COR.

- Encouraging all employees and subcontractors to attend off-site training courses offered by public and private entities in small business development and small business program goals. Arranging for the conduct of training for purchasing personnel regarding the intent and impact of Public Law Public Law 99-661, Section 1207 and Public Law 100-180, Section 806 on purchasing procedures.
- Participate in voluntary federal programs which encourage the private sector to utilize SDBs, SBs, WOSBs, VOs, SDVOs, and HUBZone subcontractors.
- Ensuring periodic rotation of potential subcontractors on bidder's lists.
- Identification of other SB concerns when the number of prospective sources is not adequate using the internet or other mass media as a resource.
- Review and approval of SB subcontracting plans submitted by large businesses.
- Maintaining requirements of the prime contract in subcontract agreements. Verification that subcontract agreements contain flowdown clauses.
- Prepare and submit semi-annual and annual subcontracting reports.
- Reporting progress in achieving goals under this program to senior level management.
- Implementation of an "in-reach" program that provides targeted businesses access to project managers and key personnel.

Methods Utilized To Develop and Achieve Subcontracting Goals

Ceres will utilize a minimum of one subcontract administrator and/or specialists in the execution of this contract. All personnel are familiar with and recognize Ceres' commitment to Public Law 99-661, Section 1207 and Public Law 100-180, Section 806 and the Robert T. Stafford Disaster Relief and Emergency Assistance Act, PL 100-707 and Public Law. Ceres will conduct internal training seminars and workshops to assure staff compliance with requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003 and meet specified goals for hiring SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZone subcontractors.

In addition to technical and field work subcontracted in association with this contract, buyers will make every effort to identify and utilize SBs, SDBs, HBCUs, and MIs for supplies and services including but not limited to the following: Office and temporary housing service, Cleaning and supplies, Housekeeping Services, Laboratory Supplies and Services, Safeguarding and Security Services, and other supplies and services not typically identified for subcontract opportunities to targeted firms. Additionally, large business subcontractors will be counseled on the identification, evaluation, solicitation, and utilization of targeted businesses within their scope of services. Historically, principal items or areas we have identified for subcontract opportunities to SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones under these similar contracts include:

- Trucking and Hauling
- POL Products
- Nursery and Landscape Products and Services
- Sand and Aggregate
- Field vehicle supply, parts and service/maintenance
- Labor housing (tent and food service supply)
- Portable Toilet supply and service
- Office and temporary housing service, cleaning and supplies
- Office and clerical support staff
- General Laborers
- Parts, fuel, maintenance, and related equipment service
- Heavy Equipment Rental/Lease concerns
- Specialty services such as, but not limited to: sewer cleaning services, solid waste hauling, and recycling, tree removal and trimming, and demolition.

Through the application of Ceres' proven capabilities relative to technical performance and contract administration, it is our intent that the Owner be provided with the highest level of performance while still achieving our participation goals and capturing opportunities for these businesses while acquiring an expanded base of qualified small businesses; obtaining more competitive pricing on procurement

opportunities resulting in cost savings; and achieving an increase in small business program goal accomplishments. Achievement of these goals will be realized through the application of the following functions and activities:

- Identification and maintenance of a qualified potential Internal Subcontractor Database, which includes business status within each level of government.
- Developing and maintaining bidder's lists for each new project of SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones from all possible resources to include but certainly not limited to the Internal Database.
- Identification of all federal, state, and local government and private associations/coalitions for targeted businesses.
- Solicit, counsel, and discuss subcontracting opportunities with representatives of targeted business firms, and encourage certification of these firms prior to commencement of work.
- Provide assistance to business concerns by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns. Ensuring that procurement packages are designed to permit the maximum possible participation.
- Ensure that SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones concerns have an equitable opportunity to compete for subcontracts, and that other subcontracts and services are identified that will be restricted to competitive SDB bids. Identification of subcontracts for restricted competitive bid should consider all potential services and supplies and not only those traditionally awarded to SB or SDB firms. See also DFARS 219.705-4(d).
- Provide internal motivational training to encourage purchasing and contract administration personnel to meet or exceed these goals.
- Provide assistance to potential subcontractors in completing the Central Contractor Registration
- Provide notice to subcontractors concerning penalties and remedies for misrepresentations of business status for the purpose of obtaining a subcontract intended to be included as part or all of a goal contained within this subcontracting plan.
- Conduct reviews of subcontractor performance, providing feedback to SB and SDB firms relative to competency, abilities, experience and capacity and provide technical assistance to any firms as appropriate, based on the outcome of the review. This review may be done prior to award or at any time post-award, but must be completed prior to completion of any awarded work. Reviews may not be conducted for those firms with whom Ceres has had a prior working relationship and who have already demonstrated appropriate competency, ability and capacity to perform the required work or service. Ceres also makes every effort to establish long-term working relationships with SBs and SDBs to include long-range project plans (e.g. joint ventures, teaming agreements, etc).
- Submit the required reports and documentation of all efforts used to identify and solicit targeted business concerns.
- Participate and cooperate in any studies or surveys that may be requested by the Owner or other agencies.

Utilization of Small Business Concerns and Small Disadvantaged Business Concerns

It is the policy of Ceres and its agents, hereinafter referred to as "contractor" or "contractor plan," to hire small business concerns and small business concerns owned and controlled by socially and economically disadvantaged individuals. The contractor agrees to carry out this policy in awarding to subcontractors, to the fullest extent possible, consistent with the efficient performance of this agreement and its options. The contractor agrees to cooperate in any studies or surveys that may be conducted by the COR as may be necessary to determine the extent of the Contractor's compliance with this clause.

As used in this plan, the term "small business concern" (SB) will mean a small business as defined pursuant to Section 3 of the Small Business Act and relevant regulations. The term "small business concern owned and controlled by socially and economically disadvantaged individuals" (SDB) will mean a business concern:

- (1) Which is at least 51 percent owned by one or more socially and economically disadvantaged individuals; or in the case of any publicly owned business, at least 51 percent of the stock of which is owned by one or more socially or economically disadvantaged individuals; and
- (2) Whose management and daily business operations are controlled by one or more such individuals.

The contractor will presume that socially and economically disadvantaged individuals include Black-Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, Asian-Indian Americans and other minorities, or any individual found to be disadvantaged by the Administration pursuant to 8(a) of the Small Business Act.

Utilization of Service Disabled-Veteran, Veteran-Owned and Women-Owned Small Business Concerns

It is the policy of Ceres to hire small business concerns and small business concerns owned and controlled by service-disabled veterans, veterans, and women. Service disabled veteran and women owned, as used in this clause, means businesses that are at least 51 percent owned by veterans, service disabled veterans or women who are United States citizens and who also control and operate the business. The contractor agrees to use its best efforts to give veteran, service disabled veteran, and women-owned small businesses the maximum practical opportunity to participate in subcontract awards to the fullest extent consistent with the efficient performance of this contract plan.

Utilization of HUBZone Small Business Concerns

It is the policy of Ceres to hire HUBZone small business concerns. HUBZone small business concern means a small business concern that appears on the List of Qualified HUBZone Small Business Concerns Maintained by the SBA.

Description of Efforts to Ensure That SBs, Service Disabled Veteran Businesses, Woman-Owned Businesses, HUBZone Businesses, and SDBs Have an Equitable Opportunity to Participate In the Acquisition

The contractor agrees to use its best efforts to give targeted business the maximum practical opportunity to participate in subcontract awards to the fullest extent consistent with the efficient performance of this contract plan. The contractor will assist small business and small disadvantaged concerns by arranging solicitations, time for the preparation of bids, quantities, specifications, and delivery schedules so as to facilitate the participation by such concerns. Payment schedules will be adjusted to allow for participation of all firms with cash flow concerns. Materials, Supplies, Equipment and Services will be identified and discussed with these concerns. These items include POL products, Parts and Equipment, and Services (Equipment rental, equipment subcontracting, etc.).

Records and Source Documents

The types of records maintained and procedures adopted to demonstrate compliance with the requirements and goals of the Small Business Subcontracting Plan include the following:

1. Source Lists (The following source lists for targeted firms are representative and are not intended to be construed as sole sources of this information. Ceres is making every effort to identify, log, and procure the necessary contractor data to allow for the fair and equitable participation in this contract. The following listings are provided as an immediate source of contractors that qualify as SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones:

- SBA Dynamic Small Business Search (CCR)
- List of Federally Registered Contractors for Contractor Compliance
- American Business Information Business USA
- List of Minority Businesses Councils
- Business Development Agencies
- DOD Subcontracting Directory
- DOD Comprehensive Subcontracting Plan Test Program
- Department of the Treasury, Small Business Subcontracting Opportunities
- Small Business Administration, Subcontracting Opportunities Directory
- State and Regional Small Business Administration (SBA) Resources

- National Minority Purchasing Council Vendor Information Service
- Research and Information Division of the Minority Business Development Agency in the Department of Commerce
- Trade Associations for SB, VO, SDVO, HUBZone SB, SDB, and WOSB Concerns.
- Dun and Bradstreet Procurement Planning Directory
- Participation in various local, regional, and national SB trade associations and conferences
- Membership in SB organizations, development organizations, and various government organizations
- SBA Commercial Market Representative (CMR)

Additionally Ceres has contacted city, county and municipal minority business development offices as additional resources to identify SB and SDB firms.

2. For each subcontract solicitation resulting in an award of more than \$ 10,000.00, Ceres will retain documentation to indicate:

- Whether small business concerns were solicited and if not, why not
- Whether small disadvantaged business concerns were solicited and if not, why not
- Whether women owned small business concerns were solicited and if not, why not
- The reason award was not made to a small business concern
- Records of outreach efforts to contact:
 - Trade Associations
 - Business Development Organizations
 - Conferences and Trade Fairs
 - Records of Internal Guidance
 - Records of Subcontractors Award Data

3. Ceres Subcontractor Database Management

Ceres' existing subcontractor database has been developed through out-reach efforts including, but not limited to: advertising; broadcast fax solicitations; networking with local and national organizations such as the AGC, applicable trade unions, and Chambers of Commerce, etc. This database contains thousands of subcontractors who have registered with us on-line at www.ceresenvironmental.com. This registration process requires potential subcontractors to indicate their small business subcategory status. The database is continually updated and used by Ceres in recruiting and hiring appropriate subcontractors to meet the requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003 and meet specified goals for hiring SDBs, SBs, WOSBs, VOs, SDVOs, and HUBZone subcontractors.

The Plan Administrator will ensure that the subcontractor database modified for this project is appropriate for the type of information required to be retained and suitable in terms of generating utilization data and contract information for bid solicitations. Specific elements of the management of this system include:

Addition and Deletion from Master List of Subcontractors including the following:

- Contact Person
- Company
- Address
- Telephone
- Email if available
- Equipment Available
- Labor Available
- Time Needed to Mobilize
- Status, Category

Additional Requirements of Contractors when Added to Master List

- Annual business updates, faxed or mailed
- Request to be maintained on Ceres qualified subcontractor list

- Insurance Capability
- Bonding Capability
- Subcontract Package to Include Subcontract Forms and Standard Government Contract Clauses

Addition and Deletion of Resource Centers such as:

- Contractor Associations
- State, Federal, and Local Subcontractor Management
- Procurement Automated Source System
- National Minority Purchasing Council Vendor Information Service
- Council Vendor Information Service
- Research and Information Division of the Minority Business Development Agency
- Sources used are the SBA's procurement automated source system (PASS)
- National Purchasing Council Vendor Information Service
- Minority Business Development Agency
- U.S. Department of Commerce
- Local Minority Business Development Centers
- Economic Development Centers
- National American Indian Enterprise Development

At present, Ceres' subcontractor database includes SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones utilized by Ceres on past projects totaling in excess of 500 Million Dollars, those who have responded to a solicitation by Ceres by means of a letter of interest inquiry executed by a company representative having signatory authority, and those who have been otherwise identified as a potential subcontractor by the Subcontractor Administrator through various means mentioned herein.

In addition, Ceres modified the corporate website (www.ceresenvironmental.com) to include an electronic means of potential subcontractor registration with our firm. This website provides potential subcontractors the opportunity to register with Ceres their pertinent company information, current business status, and capabilities. This information is linked to upload into our database facilitating more ready access by means of database inquiry to locate specific types of contractors, specific types of business concerns, and/or specific locations. The information required to be submitted by each potential subcontractor, which is retained in the database, includes:

Information provided by the subcontractors in the registration includes the following:

- Contractor Name
- Address
- Phone/Fax Number
- Email Address
- Business Type (SBs, SDBs, WOSBs, VOs, SDVOs, and HUBZones)
- Ownership Information
- Years in Business
- Insurance Information
- Equipment Available (type and quantity)

All potential vendors and subcontractors will be integrated into the Ceres Subcontractor Database modified specifically for this project. This (Access) database retains basic subcontractor information (name, address, and contact information), types of equipment or services provided, any pricing agreement, and business status. In addition, this system tracks work or services provided by each organization, amounts invoiced, and goals. This active vendor base will continue to be broadened throughout the performance of this contract as additional potential vendors and subcontractors are identified and/or as additional needs/solicitations arise. Efforts to broaden this vendor database will also be in conformance to those requirements of FAR 19.704(a) and 52.219-9(d), DFARS Subpart 219.5, 219.704(a)(1), 219.705 and 252.219-7003. The provision of certain services or materials sought in support of this contract may be restricted to competitive bids received from only SDBs. Such restrictions

will be identified by the Project Manager and communicated to the appropriate buyer(s) or contract administrator assisting in solicitation of competitive bids.

Ceres is able to utilize the information in this database, then, to contact potential subcontractors who may be interested and capable of providing specific services to our company. By identifying any parameters, such as service type or business location, Ceres can quickly generate an extensive list of potential subcontractors, meeting the criteria of a disadvantaged business as discussed in this plan, for the purposes of soliciting a competitive bid for such services.

Award to any given subcontractor will be contingent upon the provision of basic company information, current licensing, as required, and the verification of current insurance information (general liability, automobile, and workers compensation). Other factors may include capacity, capability, experience, and abilities of the firm. The Program Administrator can provide direction and assistance to any such firms not readily meeting all of the required or desired business elements in an effort to assist the firm in overcoming such obstacles.

4. Records of internal guidance and encouragement provided to acquisition personnel through workshops, seminars, training programs, incentive awards, and monitoring to evaluate compliance with the programs requirements.

Past Performance

On USACE projects performed by Ceres, in Puerto Rico during the 1998 and 1999 hurricane seasons (Hurricane George), 100% of all subcontracting dollars went to locally-based Small and various Disadvantaged Business concerns. Additionally, on USACE projects performed in Louisiana in response to Hurricanes Katrina and Rita, 59.5% of subcontracted dollars went to local businesses and 76.1% of the dollars subcontracted to small business went to local small businesses. While utilizing 1,619 vendors and subcontractors, Ceres exceeded all of its subcontracting goals of USACE contract number W912P8-D-05-0024. During Ceres' Hurricane Ike response in 2008, Ceres used over 60% local and minority subcontractors to complete various projects.

During the performance of the above mentioned contracts Ceres successfully utilized several hundred local SB and SDB firms, and was able to exceed the proposed award goals for SB, SDB, WOSB, VO, SDVO, and HUBZone firms. Numerous other government projects have been completed by Ceres over the course of the past 25 years with successful utilization (meeting or exceeding established goals) of local and other Small Businesses, SDBs, WOSBs, VOs, SDVOs and HUBZone small businesses.

Based on our historically successful contract performance and utilization goals, Ceres anticipates that the completion of work under this contract for Sumter County will also be successful in meeting, minimally, the stated goals contained within this plan.

List of Potential Subcontractors

Sumter County, Florida Subcontractors

Company	City	State	Certs
Chris McFarland Construction	Wildwood	FL	SB
Jackson's Landclearing	Webster	FL	SB
Richard Budd	Webster	FL	

Florida Subcontractors

Company	City	State	Certs
"2" SBW & Associates, Inc.	Belle Glade	FL	SB, HUB
1-Ace Tree Service and Stump Grinding	Sarasota	FL	
3-VETS, Inc.	Tampa	FL	SDB, HUB, VO, SDVO
814 Sand, Inc.	Panama City	FL	WOSB
A & C Land Development, Inc.	New Smyrna Beach	FL	SB
A & E Land Clearing, Inc.	Loxahatchee	FL	
A Absolute Tree Services	Dunedin	FL	
A and E Goes, Inc.	Apopka	FL	SB
A Custom Clean, Inc.	Palm Bay	FL	SB, WOSB, SDB

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Company	City	State	Certs
A Native Tree Service, Inc.	Miami	FL	
A One Stop Construction	Rockledge	FL	SB
A W Debris Removal, LLC	Pensacola	FL	SB
A-1 Services	West Palm Beach	FL	VO
AA Engineering Services, Inc.	Boca Raton	FL	
AAG Environmental	Newberry	FL	SBE
ABC Debris & Demolition	Green Cove Springs	FL	SB
ABC Landclearing and Development	Cocoa	FL	WOSB,SBD, VO
ABL Land Services, Inc.	Orlando	FL	SB
Above Grade Construction, Inc.	Pensacola	FL	VO
Academy Roofing And Sheet Metal Of Florida	Pompano Beach	FL	SB
Ace Haul And Dump, Inc.	Treasure Island	FL	SB, VO
Aces	Cape Coral	FL	SDB
Action Express, LLC	Medley	FL	SB, SDB
Acuity Property Maintenance	Fort Myers	FL	SB
AD4RZ	Okeechobee	FL	
ADS Services, Inc.	Tampa	FL	SB
Advance Construction Services	Cantonment	FL	SB, VO, HUB
Advanced Construction	Ormond Beach	FL	WOSB
Advanced Roofing, Inc.	Fort Lauderdale	FL	
Advanced Tire Recycling, Inc.	Trenton	FL	SB
Advanced Tree and Lawn	Sarasota	FL	
Advantage Environmental Services, Inc.	St. Petersburg	FL	SB, WOSB, HUB, FL MBE
Aerostar Environmental Services, Inc.	Jacksonville	FL	WOB, SDB
Affordable Stump Grinding	Pace	FL	VO
Affordable Tree Service	Deland	FL	SB
Agri-Source, Inc.	Ocala	FL	
AirSpec	Leesburg	FL	SB, VO
AISE Service, Inc.	Hialeah	FL	SB
Akleh Equipment	Miami	FL	SB
Al Roznowski, Inc.	Leesburg	FL	SB
AlbireoSTS, Inc.	Gainesville	FL	SB
All American Lawn Management	Ocala	FL	SB
All Area Roofing & Waterproofing, Inc.	Tampa	FL	SB, WOSB, SDB, HUB
All Around Ground Services	Hobe Sound	FL	
All Aspects Development, LLC	Winter Garden	FL	SB
All Florida Land Cleaning	Medley	FL	
All Florida Tree and Landscape, Inc.	Coral Springs	FL	
All Materials Manufacturing	Old Town	FL	SB, VO, SDVO
All Protection & Security	Orlando	FL	
All Seasons Construction, LLC	Cantonment	FL	WOSB, SDB, HUB
All Seasons Landscape Contractors, Inc.	Fort McCoy	FL	SB
All You Need, Inc.	Tallahassee	FL	SB, SDB
Allen Lawn Care	Lakeland	FL	SB, WOSB, SDB, VO
Allen Services of NW Florida	Milton	FL	
Allens of Dixie, Inc.	Old Town	FL	SB, VO, SDVO
Alpha Trucking	Cocoa	FL	SB
American All Star Disaster Services, Inc.	Casselberry	FL	SB
American Construction Services	Tampa	FL	SB
American Environmental	Miami Beach	FL	SB, WOSB
American Made Disposal, LLC	Stuart	FL	VO
American Recycling Company	Panama City	FL	SB, VO
American Tree Services, LLC	Panama City	FL	

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Company	City	State	Certs
American Waste Services	Ormond Beach	FL	
Amerigrow Recycling	Delray Beach	FL	
Ameri-Pride	Clearwater	FL	SB
A-Minority Construction, LLC	Tallahassee	FL	SB; SDB
AMS Site Work	Satellite Beach	FL	
Anderson, Brown and Johnson	Tallahassee	FL	
Angling Brothers, Inc.	Davenport	FL	SB
Another Damn Tree Service, Inc.	Cocoa	FL	SB
APEC	Orlando	FL	
Aquatic Plant Management, Inc.	Venus	FL	SB, SDB, HUB
Archie Powell, Inc.	Jacksonville	FL	
Arrowhead Land Clearing	Orlando	FL	
Arwood Waste Demolition	Jacksonville	FL	SDB, VO
Ashleys Lawn Service	East Palatka	FL	WOSB
Associated Marine Salvage	Miami	FL	SB
Atlantic Coast Environmental, Inc.	Deerfield Beach	FL	
Atlas Construction Group	Jacksonville	FL	
Atlas Construction Services, LLC	Navarre	FL	
Austin Tupler Trucking, Inc.	Davie	FL	SB
Avery Investments Corporation	Lakeland	FL	SB, WOSB
B & B Land Clearing and Development, Inc.	Baker	FL	SB
B & R Tractor Services	Pierson	FL	
Balpak Corporation	Miami	FL	SB, WOSB, SDB
Barnes, Ferland and Associates	Orlando	FL	SB, SDB
Barrington Irving Trucking, LLC	Orlando	FL	SB, FL MBE
Batie Tree Service	Gainesville	FL	SB
Bay Dock Enterprises	Tampa	FL	
Bay Wall Covering	Panama City	FL	SB
BayCut, Inc.	Tampa	FL	SDVO
Beck's Trucking	New Port Richey	FL	SB
Be-Mac Services, Inc.	Odessa	FL	
Ben's Dump, Hauling and Removal, Inc.	Niceville	FL	SB
Best Systems Of Florida, Inc.	Cooper City	FL	SB
BFJ Hauling, LLC	Coral Springs	FL	SDB
BG Katz Nurseries, Inc.	Parkland	FL	
Bielling Site Prep & Restoration	Lake Butler	FL	SB
Big South Services, Inc.	Old Town	FL	SB
Big Wizard Customs, Inc.	Pensacola	FL	SDVO
Bill Love Trucking	Brooksville	FL	SB
Bina Builders	Winter Haven	FL	SB
Bio Mass Tech, Inc.	Land O Lakes	FL	
Birtee's Trucking, Inc.	Cocoa	FL	SB
BJ Asbel	Old Town	FL	
BJ Sawyer Enterprises, Inc.	Jacksonville	FL	SB, VO, SDVO
BL. Williams Electric, Inc.	Fort Lauderdale	FL	
Black Tie Lawn and Tree, LLC	Sarasota	FL	
Bluewater Site Contractors, Inc.	Deltona	FL	WOSB
BMI, LLC	Zephyrhills	FL	WOSB
Bohanan Construction, Inc.	Hollister	FL	SB, WOSB
Bold City Trucking, Inc.	Jacksonville	FL	SB, WOSB, SDB
Bozzi Builders, Inc.	Spring Hill	FL	SB
Bradenton Tree Service	Bradenton	FL	
Braley, Inc. DBA Bayou Tree Service	Niceville	FL	SB

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Company	City	State	Certs
Braxton Trucking Company	Orange Park	FL	SB, SDB, VO
Brian Gurr Enterprises	Crawfordville	FL	SB
Bryant Tree Service, Inc.	Live Oak	FL	SB
Bulldog Haulers	Sarasota	FL	SB, WOSB
Bulls Eye Group, Inc.	Oakland Park	FL	SB
Byrd's Concrete, Inc.	Fort Walton Beach	FL	SB
C & A Transportation	Lakeland	FL	SB
C & C Loader Service, Inc.	Royal Palm Beach	FL	
C & C Waste Removal, Inc.	Miami	FL	SB
C & J Construction of Florida USA, Inc.	St. Petersburg	FL	SB
C & V Trucking	St. Augustine	FL	SB, WOSB
C and R Tree Service	Odessa	FL	WOSB
C&N Environmental Consultants, Inc.	Jupiter	FL	WOSB, SDB
C.A. Jones Enterprises, Inc.	Fort Lauderdale	FL	SDB
C.A.C. Services, Inc.	Miami	FL	SB, SDB
C.A.T., LLC	Milton	FL	SB
C.E. Construction and Development	Miami	FL	SB
C.K.A., LLC	St. Cloud	FL	
C.P. Farms	O'Brien	FL	
Calle Enterprise, Inc.	Coconut Creek	FL	
Cantrell's Pressure Washing	Titusville	FL	SB
Care Relocators, LLC	Loxahatchee	FL	WOSB
Career Planners, Inc.	West Palm Beach	FL	SB, WOSB
Carl Daley Hauling and Transport	Panama City Beach	FL	SB, WOSB
Carlos J Rodriguez Hauling Services	Spring Hill	FL	SDB
Carribbean Global International, Inc.	North Miami Beach	FL	SB, VO
Cascais, Inc.	Spring Hill	FL	SB, WOSB
Catastrophy Emergency Response Team	Winter Haven	FL	WOSB, VO
CCS Debris Removal, LLC	Crystal River	FL	SB, VO
CDC-Plumeline, LLC	Tampa	FL	SB, SDB, HUB
CEM Site Construction, Inc.	Sarasota	FL	SB
Central Florida Disaster Recovery	Winter Haven	FL	SB, WOSB
Central Florida Hauling, Inc.	Floral City	FL	SB
Century Transport (Century Contracting)	Jacksonville	FL	SDB
CES Consultants, Inc.	Miami Lakes	FL	SB, SDB
Champion General Contractors, Inc.	Milton	FL	
Cherokee Tree Service, LLC	Inverness	FL	WOSB, SDB, SDVO
Childs Constuction	Pensacola	FL	SB
Chin Diesel, Inc.	Pembroke Pines	FL	SB
Chris Long Carpentry, LLC	Tallahassee	FL	
Cindy and David Kitchells Cleaning Service	Westville	FL	SB, WOSB
CJ Disaster Repair, LLC	Sanford	FL	SB, WOSB
CJ's Tree & Debris Services, LLC	Deltona	FL	VO
Classic Water Services	Cape Coral	FL	WOSB
ClayCo, Inc.	Groveland	FL	SB, WOSB
Clean Earth Systems, Inc.	Tampa	FL	SB
Cloer & Son's, Inc.	Edgewater	FL	SB
Cloud 9 Services	Orlando	FL	SB
CLS Landscapes, LLC	Spring Hill	FL	
CMSR, LLC	Pembroke Pines	FL	HUB, SDVO
Coastal Container	Pensacola	FL	
Coastal Disaster Management	Lake City	FL	SB
Coastal Janitorial Service, LLC	Fort Walton Beach	FL	SB, WOSB, SDB

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Coastal Tree Service, Inc.	Jacksonville Beach	FL	SB
Coastline Disaster Relief Services	Jacksonville	FL	
Cocoa Radiator Auto & Cycle Repair	Cocoa	FL	SB
Columbia Building Group	West Palm Beach	FL	SB, WOSB
Commercial Engineering, LLC	St. Petersburg	FL	WOSB, HUB
Commercial Roofing Company, LLC	Tallahassee	FL	SB
Community Tree and Landscape Services	West Palm Beach	FL	
Compass Disaster Relief	Delray Beach	FL	SB, WOSB
Conrad Enterprises	Ocala	FL	SB, VO
Consolidated Resource Recovery	Sarasota	FL	
Construction Management Associates	Auburndale	FL	SB
Continental Lawn & Landscaping, Inc.	Coral Springs	FL	WOSB
Contract Site Services, Inc.	North Fort Meyers	FL	SB, WOSB
Cooke Enterprises, LLC	Palm Coast	FL	SB
Cooper Services	Orlando	FL	SB
Court Corporation	Vero Beach	FL	SDVO
Creative Image	Orlando	FL	WOSB
Crickets Tree Service	Tallahassee	FL	SB
Cross Environmental Services, Inc.	Crystal Springs	FL	
Crystal Bay Homes, Inc.	St. Augustine	FL	SB
CS Bobcat Works	Plant City	FL	
CS Lawn, Inc.	Bradenton	FL	
CST Environmental, Inc.	Orlando	FL	
CSX Property Services	Parkland	FL	
Custom Earthworks, Inc.	Orlando	FL	SDB
Custom Tree Work	Bradenton	FL	
Cutters Edge Lawn and Maintenance	Miramar	FL	SB, WOSB
Cypress Trucking, Inc	Fort Myers	FL	WOSB
Cyriacks Environmental Consulting Services, Inc.	Deerfield Beach	FL	SB, WOSB, SDB, VO
D & B Hauling	Port Saint Lucie	FL	SB, WOSB
D & D Construction Services of Orlando	Lake Buena Vista	FL	SB
D & K Land Development	Destin	FL	SB, WOSB
D, C & H Corporation	Orlando	FL	WOSB
D.J. Casey Enterprises	Lake Worth	FL	SB
Daniel R. Jones Excavation & Demolition, Inc.	St. Augustine	FL	SB, WOSB
Daniel Rivero Contractors, Inc.	Miami	FL	SB
Dave's Hauling	Clearwater	FL	SB
David Outar Trucking, Inc.	Winter Garden	FL	WOSB
Davis & Sons Drywall and Framing, LLC	Haines City	FL	WOSB, SDB
Davis Contracting	Dade City	FL	SB
DBLP Contracting	Miami	FL	SB
DCS Team, Inc.	Sarasota	FL	WOSB
De Jonge Excavating Contractors, Inc.	Venice	FL	WOSB, SDB
Debris Hauling	Altamonte Springs	FL	VO
Debris Hauling & Land Clearing	Lake Placid	FL	SB
Debris Removal	Cocoa	FL	WOSB
Demo Doctor, Inc.	Fort Lauderdale	FL	SB
DesignScapes Construction Services, Inc.	Destin	FL	SB
Detwiler N Sons Total Lawn Care	Niceville	FL	SB
Dewitt Excavating, Inc.	Winter Garden	FL	
Diamond C Transport	Leesburg	FL	WOSB, SDB
DIBiasie Trucking	Loxahatchee	FL	SB, VO
Dic Dogg Hauling	Jacksonville	FL	SB, WOSB

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Direct Installation Services	Longwood	FL	SB
Dirt Movers, Inc.	Citrus Springs	FL	
Disaster Relief Catering	Miami	FL	
Dixie Custom Welding	Deleon Springs	FL	SB, WOSB
DLM Enterprises	Hobe Sound	FL	SB, VO
DL's Bobcat Service, Inc.	Deland	FL	SB
DMG Base Camps		FL	
Donald M Hatt Sr. & Co., LLC	Palm Coast	FL	SB
Done Rite Hauling	Seminole	FL	WOSB
Double E Consulting, LLC	North Port	FL	
Double Up Hauling	St. Petersburg	FL	SB, WOSB
Doug Connor, Inc.	Melbourne	FL	SB
Dr. Green Wholesale Nurseries	Homestead	FL	SB
Dr.D Enterprises, Inc. of Davie	Fort Lauderdale	FL	SB, VO, SDVO
Dream Acre Enterprises, Inc.	Melbourne	FL	SB, WOSB
Drinnan Lawn Care	Deltona	FL	SB, VO
DT Jackson Trucking	Fort Pierce	FL	SB, SDB
DT Systems, Inc.	Tampa	FL	SB
DTL Transportation, Inc.	Sanford	FL	SB, VO
DTP Consulting, Inc.	Apollo Beach	FL	SB
Duct Dusters, Inc.	Palm Bay	FL	SB
Dugger Concrete, Inc.	Deleon Springs	FL	SB, SDB
Dump Your Junk, Inc.	Royal Palm Beach	FL	SB, WOSB
Duncan Builders, Inc.	Titusville	FL	SB
Duncan Seawall, Dock, Boat	Bradenton	FL	
DunRight Installation	Clermont	FL	SB
Dura Built	Tarpon Springs	FL	WOSB
DW Coastal Contractors, Inc.	Pensacola	FL	SB
Dynamic Environmental Associates	Lake Worth	FL	SB
E D S Construction Corporation	Clermont	FL	
E.D. Ackell Trucking, Inc.	Stuart	FL	
Eagle Cap Forestry	Longwood	FL	SB
Eagle Globe & Anchor Construction	Palm Springs	FL	SB
Eagle Landscape Services, Inc.	New Port Richey	FL	WOSB
East Coast Construction Clean Up & Hauling, Inc.	Cocoa	FL	SB, SDB
East Coast Site Works	Fort Pierce	FL	SB
Edge Bobcat and Tree Service, Inc.	Pace	FL	SB, VO
Edmond Trucking Co.	Port Saint Lucie	FL	SDB
Edu-Tech, Inc.	Miami	FL	SDB
EE&G Disaster Response	Tampa	FL	
EFFE, Inc.	Winter Haven	FL	SB, WOSB
Eleos, LLC	Fort Lauderdale	FL	
Elite Plumbing	Sebring	FL	
Eller Painting & Pressure Washing, Inc.	Lake Wales	FL	SB
Enviroguard, LLC	Tampa	FL	SDB
Environmental & Labor Solutions, Inc.	Jacksonville	FL	
Environmental and Technical Controls	Lutz	FL	SB, SDB
Environmental Construction	Brandon	FL	SB
EnviroWaste Services Group, Inc.	Miami	FL	
Epoch Software Systems, Inc.	Gulf Breeze	FL	SB, WOSB, SDB
Estlund's Enterprise, Inc.	Englewood	FL	SB, WOSB
Estucasa	Orlando	FL	WOSB
Evergreen Tree Services	Dunedin	FL	SB

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Company	City	State	Certs
Ewing Brothers Construction	Boca Raton	FL	SB
Executive Commercial Services	Orlando	FL	SB
Exotic Landscape Design, Inc.	North Port	FL	SB
Exotic Works Construction	Dade City	FL	SB
E-Zane	Lake City	FL	SB
F & S Land Clearing & Demolition, Inc.	Oviedo	FL	SB
F Madrid Harvesting, Inc.	Labelle	FL	
Farmland Properties, Inc.	Cross City	FL	SB
Fema Services Instantly / FSI	Daytona Beach	FL	SB
Field Industrial Services, Inc.	Tampa	FL	SB
Fine Line Fencing	Palm Bay	FL	SB
Finney and Sons Excavating	Port Charlotte	FL	
First American Construction	South Port	FL	SB, SDB
First React Contracting, LLC	Fort Pierce	FL	
Fischer Trucking	Greenacres	FL	SB
Fisher Trucking	Hudson	FL	SB
Fleming Excavating, Inc.	Deleon Springs	FL	
Fleurant Hauling	Kissimmee	FL	SB
Florida Bobcat Services, Inc.	St. Cloud	FL	
Florida C & M Trucking	Zephyrhills	FL	SB, WOSB
Florida Developers, Inc.	Tallahassee	FL	SDB
Florida Disaster Consulting, LLC	Lakeland	FL	
Florida Environmental Clearing	Lake Wales	FL	Other
Florida Environmental Remediation Services	Pompano Beach	FL	SB
Florida Excavating and Engineering	Lakeland	FL	
Florida Fence & Deck	Tallahassee	FL	
Florida Fiber Recovery	Clewiston	FL	SB
Florida Finish Graders Construction Debris Removal, Inc.	Lake Alfred	FL	SB
Florida Golf Traders	Venice	FL	WOSB
Florida Landmark & Asso., Inc.	Jacksonville	FL	SB
Florida Landscape Management	Oviedo	FL	SB
Florida Mowing & Landscaping	Punta Gorda	FL	SB, WOSB
Florida Tractor Service LLC	Odessa	FL	SB, VO
Florida Trucking Co., Inc.	Tampa	FL	
Florida Wrecking and Salvage	Gibsonton	FL	SB, Tampa SLBE
Flyway	Ocala	FL	
Forristall Enterprises	Palmetto	FL	WOSB, FL MBE
Fortson Salvage	Plant City	FL	SB
Four Seasons, Inc.	Clermont	FL	SB, WOSB, SDB
Frank Attardo Trucking	St. Petersburg	FL	SB
Frost Developers	Winter Park	FL	WOSB
Fulford Citrus, Inc.	Vero Beach	FL	SB
Fullard Environmental Controls, Inc.	New Smyrna Beach	FL	SDB, HUB
G & D Environmental Services, Inc.	Lithia	FL	WOSB
G7 Holdings, Inc.	Miami Beach	FL	SB
GA Food Service	St. Petersburg	FL	
Garibelo Landscaping	Miramar	FL	SB
Gary's Roofing Service, Inc.	Sarasota	FL	SB, WOSB
Gator Engineering & Aquifer Restoration, Inc.	Altamonte Springs	FL	SB, VO, SDVO
Gator Grading and Paving, LLC	Bradenton	FL	
Gat-R-Done, Inc.	Temple Terrace	FL	SB
General Physics Corporation	Titusville	FL	
Genesis Environmental Construction, Inc.	Clearwater Beach	FL	SB

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GFA Land Clearing	Palm Bay	FL	SB
GFD Construction, Inc.	Pensacola	FL	SB, SDB
Gholden Steele Enterprise	Palooka	FL	SB, SDB
Giddy Up Go Express	New Smyrna Beach	FL	SB
Gilbert Johnson Masonry, Inc.	Orange City	FL	SB
Gina's Hauling	Boca Raton	FL	SB, WOSB
Git R Dun Lawn Maintenance, Inc.	Jacksonville	FL	SB, WOSB
Gladiator Trucking, Inc.	Riverview	FL	SB, SDB
Glen Contracting, Inc.	Fort Lauderdale	FL	SB
Glen Ryman Hauling, Inc.	Zephyrhills	FL	SB, WOSB, SDB
Global Demolition & Recycling	Orlando	FL	
Global Welding & Fabrication Service, Inc.	Clearwater	FL	SB
GlobeTec Construction	Deerfield Beach	FL	
Glover Oil	Melbourne	FL	
GNG	Port Charlotte	FL	SB
Godley's Custom Landscaping and Tree Service	Gotha	FL	SB
Gold Key International	Orlando	FL	SB
Googe Transport	Loxahatchee	FL	WOSB
Gracicarl's Services, Inc.	Orlando	FL	SB
Gradall Bobcat & Landscaping, Inc.	West Park	FL	SB
Gramling Transport, Inc.	Port Richey	FL	WOSB, FL MBE
Grande Starr Enterprises	Orlando	FL	SB, WOSB, SDVO
Grant Tress Services, Inc.	Maitland	FL	SB
Green Lover's Trucking, Inc.	Apopka	FL	
Greenscapes Design & Company LLC	Tallahassee	FL	
Ground Management Service, Inc. (GMS)	New Smyrna Beach	FL	
Ground Pounders Trucking, LLC	Fort Pierce	FL	SB, WOSB, HUB
GTW Enterprises	Palm Coast	FL	SB
Gulbrandsen Hauling	Brooksville	FL	SB
Gulf Coast Environmental & Engineering, Inc.	Pensacola	FL	
Gulf Coast Safety	Oviedo	FL	SB
Gulf South Contractors, Inc.	Fort Walton Beach	FL	SB
H & H Enterprises Of San Mateo, LLC	San Mateo	FL	SB
Habitat Restoration Resources, Inc.	Nokomis	FL	WOSB
Haddock Industrial Corp., Inc.	Vernon	FL	SB
Hailey's Enterprises, Inc.	Orlando	FL	SB
Hall Trucking	New Port Richey	FL	SB, WOSB, VO, SDVO
Harbour Construction, Inc.	Hallandale	FL	SB
Harrell-Harrell Tractor Landscaping LLC	Middleburg	FL	SB, WOSB, SDB
Harris Lang Development	Port Saint Lucie	FL	
Harris Trees & Debris Removal, Inc.	Crystal River	FL	WOSB
Hartman Enterprises	Pensacola	FL	SB, WOSB
Haulaway Trucking, Inc.	Deleon Springs	FL	SB, WOSB
Hauling by Mark, Inc.	Palm Bay	FL	
Hayes Land Clearing	Marianna	FL	SB
Hayes Trucking, Inc.	Weirsdale	FL	
Heaven Scent Cleaning Services, LLC	Gainesville	FL	SB, WOSB, SDB
Heliworks, Inc.	Pensacola	FL	VO
Helping Hands 48, LLC	Spring Hill	FL	SB, WOSB, SDB
Helping Hands Staffing Service	Bradenton	FL	
Henry's Lawn Maintenance (HLM)	Riverview	FL	SB
Hernan Trucking	Jacksonville	FL	SB, SDB
Hester Enterprises, Inc.	Orlando	FL	WOSB, SDVO

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HHH & Company, Inc.	Chipley	FL	
His House Construction Services	Jacksonville	FL	SB
HLM Henrys Lawn Maintenance	Riverview	FL	SB
Homeland Roofing Systems, LLC	Gainesville	FL	SB, WOSB, SDB
Honc Industries	St. James City	FL	SB
Horizon Construction Plp	Perdido Key	FL	WOSB, SDB
Horizon Development Solutions	Trenton	FL	SB, WOSB
Horticare	Fort Walton Beach	FL	SB
Howard III Industries, LLC	Chuluota	FL	SB
Hurricane Andrew's Tree Service And General Maintenance, LLC	Lakeland	FL	WOSB
IDS, Inc.	Pensacola	FL	
IES, Inc.	Pompano Beach	FL	SB, WOSB, SDB
Image Lawn Care, Inc.	Winter Garden	FL	SB
IMR Development Corporation	Hollywood	FL	SB, WOSB, VO
Industrial Technical Services	Clewiston	FL	HUB, VO, SDVO
Initech Restoration, Inc.	Tampa	FL	
Innovative Environmental Services Inc.	Deerfield Beach	FL	SB, WOSB
Innovative Environmental Services, Inc	Pompano Beach	FL	SB, WOSB, SDB
Island Air Express LLC	Panama City	FL	SB, VO, SDVO
Isram Enterprises	Miami	FL	SB, WOSB, SDB
Ittel Excavation, Inc.	Venice	FL	SB
J & A's Services	Perry	FL	SB
J & C Construction of Brevard, Inc.	Rockledge	FL	SB
J & L Arborist, LLC	Pensacola	FL	
J & M Construction of Marion County	Dunnellon	FL	
J & S Transport	Reddick	FL	
J & W Handyman Service	Pensacola	FL	SB, SDB
J and M Construction	Cantonment	FL	SB, WOSB
J Soft Consulting	Pensacola	FL	SB
J.C. Pimentel	Tampa	FL	SB
J.J. Sosa & Associates, Inc.	Tampa	FL	SDB
Jab National Trucking, Inc.	Port Saint Lucie	FL	SB, VO, SDVO
JAM Construction Services, Inc.	Titusville	FL	SB, SDB, VO, SDVO
James M. Krantz Construction Corporation	Orlando	FL	SB
Jayco, Inc.	Deerfield Beach	FL	
JB Egbert Enterprises, Inc.	Bushnell	FL	SB, VO
JD Smith	Graceville	FL	
JD Sunny Isle, Inc.	Palm Bay	FL	
JDL Enterprises of South Florida, LLC	Jupiter	FL	SB
Jeb's Above & Beyond Tree Service	Palatka	FL	
Jennisons' All-star Haulers	Margate	FL	SB
Jet Hauling, Inc.	West Palm Beach	FL	SB
Jewett Heavylift & Equipment Corp	Miami	FL	SB, WOSB
JG Trucking	Middleburg	FL	SB
Jijoro Services	Brooksville	FL	VO
Jim Knowles Debris Removing Service	Lakeland	FL	SB
Jimmie Crowder Excavating	Tallahassee	FL	
Jimmie Crowder Excavating and Land Clearing, Inc.	Tallahassee	FL	SB, WOSB, SDB, VO
JJ & T Contractors, LLC	Pensacola	FL	SB
JLC Enterprises	Deltona	FL	SDVO
JLC Roll Off, LLC	Cocoa	FL	SB, WOSB
JLS&T, Inc.	Sarasota	FL	SB

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JMS Construction Services	Plantation	FL	SB
JN Company	Doral	FL	
Jo-Ash Trucking Company, Inc.	Miami	FL	SB, WOSB
John Stives Painting, LLC	Defuniak Springs	FL	SB, WOSB
John Wayne Construction	Plantation	FL	
Johnson's Excavation & Services, Inc.	Plant City	FL	SB
Jose Perez	Orlando	FL	
JR and Material, Co	Lake Wales	FL	
J's Enterprise	Winter Garden	FL	SB, SDB, HUB
Juan C. Viguera	Miami	FL	SB
Jubilee Trucking of Vero Beach, Inc.	Vero Beach	FL	SDB
JW Boyd Company, Inc.	Williston	FL	SB, HUB
JWM Services	Kissimmee	FL	SB
K K & D Enterprises, LLC	Melbourne	FL	SB, WOSB, VO
K Konstruction	Daytona Beach Shores	FL	SB
Karle Environmental Organic Recycle	Fort Myers	FL	
Kathleen Davidson Enterprises	Fort Pierce	FL	WOSB
Kathy & Jeff Lawrence Enterprises	Pensacola	FL	SB, WOSB
KC Fryer Earthworks, Inc.	Port Saint Lucie	FL	WOSB
Kendall-Dinielli Consulting	Indian Harbour Beach	FL	
KGR Trucking	Miami	FL	SB, WOSB
Kilroy Construction	Deltona	FL	SB, SDB, VO, SDVO
Kincaid Products, Inc.	Trenton	FL	SDVO
Kings Tractor Service	St. Augustine	FL	SB
Kitty's Tire, Inc.	Zephyrhills	FL	
L & J Davis, Inc.	Orlando	FL	SDB, SDVO
L & J Hauling, LLC	Melbourne	FL	SB
L & L Diversified Holdings, Inc.	Riverview	FL	
L & L Worldwide, Inc.	Jupiter	FL	SB, WOSB, SDB
L & N Mulch	Elfers	FL	SB
L and R Developments, LLC	Ocala	FL	SDB
L. Granato Services, Inc.	Loxahatchee	FL	SB
L. J. Townsend Enterprises	Live Oak	FL	SB
L.A.G. Hauling, Inc.	Bradenton	FL	FL MBE
Land clearing, construction clean up, and debris removal	Tallahassee	FL	SDB
Landrum Staffing Service	Pensacola	FL	
Landscape Service Professionals	Tamarac	FL	SB, WOSB, SDB
Langston Tree Service, Inc.	Chiefland	FL	
Larry Holley Tree & Lawn	Lake City	FL	SB
Larry's Hauling	Wesley Chapel	FL	
Las Fuentes Trucking, Inc.	Immokalee	FL	SB, WOSB, SDB
Lawnwalker Services, Inc.	Wesley Chapel	FL	SB, WOSB
Leddon's Landclearing and Hauling, Inc.	De Funiak Springs	FL	SB
Leno Dredging & Hauling, Inc.	Miami	FL	SB, SDB, HUB
LJ Hayes Construction	Naples	FL	
LLF Concepts, Inc.	Miami Beach	FL	SB
Logarithm Lawn Care, LLC	Pompano Beach	FL	SB, VO
Logistical Group, Inc.	Orlando	FL	SB, WOSB
Long Shot Transporting	Niceville	FL	
Lubrano Enterprises, Inc.	Spring Hill	FL	SB
Luca D., Inc.	Keystone Heights	FL	

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Luminus Mulch, Inc.	Spring Hill	FL	
Lyons Site Construction, LLC	Branford	FL	
M & A Construction	Callahan	FL	
M & J Construction Company of Pinellas County, Inc.	Tarpon Springs	FL	
M.Y. Contractors	Jacksonville	FL	WOSB, HUB, SDB
Mack-Watt	Lake Wales	FL	SB, SDVO
Macros Construction and Services, Inc.	Pembroke Pines	FL	SB, SDB
Mad Dog Mulching	Tampa	FL	
Magestry Land Work	Miami	FL	SB
Magic Touch	Clearwater	FL	SDB
Magic Wheels	Hollywood	FL	SB
Magnum Demolition	Wimauma	FL	SB
Maiky's Enterprises Corporation	Miami	FL	SB, WOSB, SDB
Makeovers Unlimited, Inc.	Miami	FL	SB
Management Support	Clewiston	FL	WOSB
Manatee Tractor Services, Inc.	Myakka City	FL	SB
Mark Taylor Construction, LLC, Iron Dog Demolition, Abrams Group	Pensacola	FL	SB, SDVO
Marshall Lewis Services, LLC	DeLand	FL	SB
Mastry Engine Center / MasPower Products Division	St. Petersburg	FL	
McGill & Myers Environmental Enterprises, LLC	Atlantis	FL	SB
McLane Excavating Company	Peirson	FL	
MCO Construction & Services, inc.	Miami	FL	SB, WOSB, SDB, HUB
Medacam Enterprises	Lake Mary	FL	SB, SDB
Meko, Inc.	Panama	FL	SB
Merlin Banahan Excavating, Inc.	Greenwood	FL	
Metro Roofing	Clearwater	FL	
Micah Heller Services	Tallahassee	FL	SB
Michael Arnold Enterprises, Inc.	Bradenton	FL	SB, WOSB, VO
Michael Roy, Inc., / Elite Properties	Cooper City	FL	
MikAm Corporation	Melbourne	FL	SB, WOSB, VO
Mike Rotunda, Inc.	Brooksville	FL	SB, WOSB
Millwaters Grading Service	Morrison	FL	SB
Mitchell & Gomez, Inc.	Pensacola	FL	SB, WOSB, VO
MJC Land Development, LLC	West Palm Beach	FL	SB
Mobile Specialties	Sanford	FL	
Montrose Enterprises, Inc.	Cape Coral	FL	SB
Moody's Roll-Offs & Cleanup, Inc.	Jacksonville	FL	WOSB
Mora Engineering Contractors, Inc.	Coral Springs	FL	SDB
Morel Roofing and Trucking	Avon Park	FL	
Morgan'sTree Service of Central Florida, Inc.	Fruitland Park	FL	SB
Moss Disaster Relief, LLC	Miami Beach	FL	SB
Moxness3	Walnut hill	FL	
Mulch Plus	Jacksonville	FL	SB
N. FL. Landscape Mtg. Inc.	Starke	FL	
National Windshield Repair	Rockledge	FL	SB
Natural Systems Analysts, Inc.	Winter Park	FL	SB
New Leaf Assesst Mgt., LLC	Tampa	FL	SB, HUB
Newman Hauling	Ocala	FL	SB
Nicks Bobcat & Demolition Services, Inc.	Orlando	FL	SB
Nicon Contracting & Engineering, Inc.	Coconut Creek	FL	SB, SDB
Nirdlinger Trucking, LLC	Weeki Wachee	FL	SB
North Florida Landclear	Alachua	FL	SB

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North Jax Builders, Inc.	Jacksonville	FL	SB, SDB
Northside Mulch & Stone, LLC	Jacksonville	FL	SB, WOSB
Nova Data Testing Services, Inc.	Yulee	FL	
Novo Arbor	Boynton Beach	FL	
O & J Clean-up Services	O'Brien	FL	SB, WOSB
O. G. Group, LLC	Merritt Island	FL	
O. S. J., Inc.	Deerfield Beach	FL	
OAC Action Construction Corporation	Miami	FL	
Oakmont Trucking, Inc.	Lake Worth	FL	SB, WOSB
Oam Trucking, Inc.	Fort Myers	FL	SB
Ocean Electrical Co., Inc.	Jacksonville	FL	SB
OHC Environmental Engineering, Inc.	Tampa	FL	SB, Tampa MBE
Old Southern Builders	Davie	FL	SB, VO
O'Leary Enterprises, Inc., DBA ATM Recycling	Cocoa	FL	SB
Olive Branch Enterprises of FL, Inc.	Bradenton	FL	SB
On Call Enterprises DBA Disaster Relief Services	Orlando	FL	SB
Onas Corporation	Jacksonville	FL	SDB
Onsite Construction, LLC	Baker	FL	SB
Optimal Recovery, LLC	Dade City	FL	SB
Optimum Services, Inc.	Okeechobee	FL	
Orange County Clean Up	Kissimmee	FL	SB
Orbital Enterprises, LLC	Odessa	FL	SB
P.J.'s Land Clearing & Excavating, Inc.	Greenacres	FL	
Palm Beach Grading	Lake Park	FL	
Palm Beach Marine Construction Inc	West Palm Beach	FL	SB
Pam's Environmental	Live Oak	FL	WOSB
Panhandle Enterprises H/T/D	Tallahassee	FL	SB
Paradise Disaster Resources	Gulf Breeze	FL	WOSB, SDB
Paramount Engineering, Inc.	North Miami Beach	FL	SDB
Paramount Power	Largo	FL	
Paul E. Harness Complete Maintenance & Repair	Tampa	FL	SB
Pav-Co Contracting, Inc.	Stuart	FL	
Payne's Tree & Hauling Service, Inc.	Riverview	FL	
Pena Trucking & Exc., Inc.	Naples	FL	SB, WOSB, SDB
Pending Incorporation	Miami	FL	WOSB
Peppertree Management, LLC	Jacksonville	FL	SB, WOSB
Phillips & Son Landclearing, Inc.	Georgetown	FL	SB, SDB
Phil's Expert Tree Service, Inc.	Coconut Creek	FL	WOSB
Phoenix Disaster Recovery, LLC	Brooksville	FL	WOSB
Phoenix Hayes, Inc.	Wellington	FL	
Pinellas Tree Service	Clearwater	FL	SB
Port St. Lucie Tractor Service, Inc.	Fort Pierce	FL	SB
Precision Emergency Response, Inc.	St. Augustine	FL	SB, SDB
Preferred Drilling Solutions, Inc.	Largo	FL	SB
Pritchett Brothers, Inc.	West Melbourne	FL	SB
Pro Tree Service / JP	Milton	FL	
Professional Sod and Landscaping	Lake Placid	FL	SB
Prompt & Prestigious, Inc.	Palm Bay	FL	SB
Pure Air Control Service	Clearwater	FL	SB, SDB
Quality Electrical Service, Inc.	Jacksonville	FL	SDB
Quality Wholesale, Inc.	Sarasota	FL	SB, VO
Quime Corp	Royal Palm Beach	FL	
R & P Shah Enterprises, Inc.	Miami	FL	WOSB

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Company	City	State	Certs
R & R Dozer Service	Ormond Beach	FL	SB
R P LeGrano Construction Corporation	Vero Beach	FL	
R.C.K., Inc.	Gibsonton	FL	SB
R@G Engineering	Miami	FL	SB
Ram Construction & Development, LLC	Midway	FL	SB
Ranger Construction Industries, Inc.	West Palm Beach	FL	
Ray Environmental Services, LLC DBA Ray Debris Removal	Yulee	FL	
Ray Smith Excavating	Arcadia	FL	SB
Ray Voutour Excavations, Inc.	Ponte Vedra	FL	SB
Raynor Shine Tree Service, Inc.	Orlando	FL	SB
RCG Enterprises, Inc.	Pensacola	FL	SB, WOSB, SDB, HUB, VO, SDVO
Recovery One Disaster Services, Inc.	Mulberry	FL	SB
Rembert Services, LLC	Alachua	FL	SB, WOSB
Reynolds, Smith & Hills CS, Inc.	Orlando	FL	
Richard VanSickle Communications, Inc.	Lehigh Acres	FL	
Richards Trees	Pensacola	FL	SB
Rio Indio Site Services	Pierce	FL	SB
RKC Land Development, Inc.	West Palm Beach	FL	SB
RME-Diver Commercial Diving	Panama City Beach	FL	WOSB, SDB
Robbins, Inc.	Winter Park	FL	SB, WOSB
Robert O. Young	Jacksonville	FL	VO
Roberts Transport	Sorrento	FL	SB
Rock & Roll, Inc.	Casselberry	FL	SB
Rock Creek	Orlando	FL	WOSB, SDB, VO, SDVO
Roof Top Services of Central Florida, Inc.	Winter Springs	FL	SB
Rosny Express	Palm Coast	FL	SB
Roy's Tractor Service, Inc.	Bradenton	FL	SB
R'S Maintenance & Services	Bradenton	FL	VO
Rucker's Land Maintenance & Prep	Lake City	FL	SB
Russell Trucking, Inc.	Palm Beach Gardens	FL	SB
RW Smith Diving Services	Tampa	FL	VO
Ryan Incorporated Southern	Deerfield Beach	FL	
S & G Recovery	Pensacola	FL	SDB
S & L Material Transport, Inc.	Orlando	FL	
S & P	Pensacola	FL	
S & P Brush Removal	Daytona Beach	FL	SB, VO, SDVO
S & S	Maboe	FL	SB
S & S Enterprises	Lynn Haven	FL	SB, VO, SDVO
S & S Hauling, LLC	Tallahassee	FL	SB, WOSB
S Furst, Inc.	Naples	FL	SB, WOSB
S Jaglal and Son Trucking, Inc.	Clermont	FL	SB
S n D Hauling	Deltona	FL	SB
S T L Land Development, Inc.	Bunnell	FL	SB
S.A.P.P.S. Enterprises, Inc.	Homestead	FL	SB
Safety Support Systems	Sarasota	FL	
Salvador Perez Harvesting, Inc.	Indiantown	FL	SB
Samter Homes, LLC	Tampa	FL	SB
Santa Cruz Construction, Inc.	Merritt Island	FL	SB
Santa Fe Roofing	Gainesville	FL	SB
Sapp Professional Services, LLC	Fernandina Beach	FL	WOSB
Sasscer Lawn Care	Jacksonville	FL	SB, WOSB

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Company	City	State	Certs
Scott Bennett Trucking	Naples	FL	SB
Scott M.H. Service, Inc.	Panama City	FL	SB
Scott Perry Bobcat Service	Port Saint Lucie	FL	SB
Seacor International, Inc.	Tampa	FL	VO
Searle Vehicle Recovery	Cape Coral	FL	SB, VO, SDVO
SEC Waste and Debris Removal	Ocala	FL	SB, VO, SDVO
Security Enforcement Authority, Inc.	Miami	FL	SB, VO
ShadeTree Realty Group, Inc. Property Management Division	Fellsmere	FL	
Siles & Son, Inc.	Orlando	FL	SB
Silverwings Debris Removal, LLC	Lawtey	FL	SB, WOSB, VO, SDVO
Sindt Trucking, Inc.	Madison	FL	SB
Site and Pipe of Florida, Inc.	Pensacola	FL	SB, WOSB, HUB
Site-Crete Services	Fruitland Park	FL	SB
SKTC, Inc.	Hudson	FL	SB, WOSB
SMC Innovations, Inc.	Fort Pierce	FL	SB, SDB
SMF Capital, Inc.	Plantation	FL	
Smith & Associates, Inc.	Milton	FL	SB
Solana Environmental	Tampa	FL	SB, WOSB, SDB
Solar Building 1, LLC	Dunnellon	FL	SB
Solo Construction Corporation	Miramar	FL	SDB
Soloman Trucking, Inc.	Port St. Lucie	FL	SDB, WOSB, SBD, 8A
Solomn, Inc.	Tarpon Springs	FL	SB
Sophlex Enterprises, Inc.	Cape Canaveral	FL	
Sopko Building, LLC	Sarasota	FL	VO, SDVO
Southeast Construction, LLC	Boca Raton	FL	
Southeast Contracting Corp.	Altamonte Springs	FL	
Southern Clean Up	Bradenton	FL	SB, WOSB
Southern Construction Builders, Inc.	Brooksville	FL	SB
Southern Debris and Tree	Ocklawaha	FL	SB
Southern Development Corporation	Jacksonville	FL	SB
Southern Land Services, Inc.	Moore Haven	FL	WOSB
Southern Transport & Equipment, Inc.	Loxahatchee	FL	SB
Southern Tree Service, LLC	Tarpon Springs	FL	SB
Southland Trucking, Inc.	Trenton	FL	SB, WOSB, SDB
Southwest Florida Demolition	Cape Coral	FL	
Southwest Mowers & Sweepers, Inc.	Arcadia	FL	
Space Coast Debris Removal, LLC	Cocoa	FL	SB
Spacecoast Landscaping	Palm Bay	FL	SB
Spartan Staffing	Bradenton	FL	
Specialty Equipment Systems	Merritt Island	FL	SB, WOSB
Specialty Services, LLC	Tallahassee	FL	SB
Squeekie Klean Landscaping	Reddick	FL	SB
Stafford Demolition Company	Westville	FL	SB
Stanley Blackwelder	DeLeon Springs	FL	SB
Star Farm	Bunnell	FL	
Star Management	Orlando	FL	
STD Enterprises	Tampa	FL	
Stripe Industries, Inc.	Jacksonville	FL	WOSB
SUG Distributions, Inc.	Fort Lauderdale	FL	SB
Sun Coast Communication Service	Jacksonville	FL	SB
Sun State Disposal and Recycling, Inc.	Jacksonville	FL	
Sunny Coast Enterprises Company	Miami	FL	

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Company	City	State	Certs
Sunny Trimming & Landscaping, Inc.	Hialeah	FL	
Sunrise Builders, Inc.	Boca Raton	FL	SB
Sunrise Hauling & Excavating, Inc.	Ocoee	FL	SB
Sunrise Systems of Brevard, Inc.	Cocoa	FL	SB
Sunshine Landscaping	Plant City	FL	
Sunshine State Builders, LLC	Crawfordville	FL	WOSB
Superior Asphalt	Bradenton	FL	
Surface Management Turf Services, Inc.	Altamonte Springs	FL	SB
Suwannee River Pinestraw	Old Town	FL	SB, WOSB
Sweat	Pensacola	FL	SDB
T & E Group, Inc.	Miami	FL	SB
T & S Services	Maitland	FL	
T & W Corporation	Homestead	FL	SB, WOSB, SDB
T A Enterprises of Palm Beach, Inc.	Palm Beach	FL	SB, WOSB
T and K Enterprises of Volusia County, Inc.	New Smyrna Beach	FL	SB
T. Disney Trucking & Grading, Inc.	North Fort Myers	FL	SB
T.C. Webb Transport	Brooksville	FL	SB
TAK Environmental Services	Bunnell	FL	SB, WOSB
Tampa Bay Real Estate Solutions DBA Alba Property Maintenance	Clearwater	FL	SB, WOSB
Tate Transport	Dania Beach	FL	SB, FL DBE
Taylor Land Development, Inc.	Loxahatchee	FL	SB
TCB Hurricane & Disaster Relief Team, Inc.	Molino	FL	SB, WOSB
TCI Disaster Service	Weston	FL	SB, WOSB, SDB
Team ContractPoint Companies	Lake Wales	FL	
Terra Firma Enterprises, Ltd. Co.	Fountain	FL	
Terraland	Kissimmee	FL	SB
Terrytrux	Apopka	FL	VO
Tessono Enterprises	Royal Palm	FL	SDB
The BG Group	Boca Raton	FL	WOSB
The Saw Shoppe, Inc.	High Spring	FL	
Thomco Enterprises	Fort Walton Beach	FL	SB, VO, SDVO
Thompson Contractor Resources, Inc.	Pensacola	FL	SB, WOSB
Thompsons Remodeling	Vero Beach	FL	
Thompson's Roofing	Hollywood	FL	SB
Thornton Services, Inc.	Fort Myers	FL	SB
Tile Masters	Palm Bay	FL	SB
Titan Towing and Recovery	Miami Lakes	FL	
TLMC Enterprises, Inc.	Pembroke Park	FL	SB, WOSB, SDB
TNT Environmental, LLC	Dade City	FL	
Tommy's Mobile Services	Zephyrhills	FL	SB
Tootle Construction	Longwood	FL	SB, WOSB
Top Flight Roofing	Orlando	FL	
Top Gun Excavation, Inc.	Coral Springs	FL	SB
Tornado Roofing	Margate	FL	SB
Torrey Parker, LLC	Tallahassee	FL	SB, VO
Total Land and Tree, Inc.	Orlando	FL	
Total Recall Recycling Services, Inc.	Tallahassee	FL	
Total Site and Recovery Services, LLC	Jacksonville	FL	
Tow Max Transport Corporation	Hialeah	FL	SB, WOSB
Tractor and Land Service	West Palm Beach	FL	
Treasure Coast Land Clearing	Fort Pierce	FL	SB
Tree Care by Robert Miller, Inc.	Brooksville	FL	SB

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Company	City	State	Certs
Tree Concepts	Cape Coral	FL	
Tree Service	St. Cloud	FL	SB
Treemendous Tree Service	North Port	FL	
Tree-Mendous Tree Service, Inc.	Spring Hill	FL	WOSB
Tri County Bobcat and Development, Inc.	Deerfield Beach	FL	SB
Tri-City Demolition	Lake Wales	FL	SB
Tri-County Environmental	Coconut Creek	FL	SB, WOSB
Tri-County, Inc.	Weston	FL	SB
Triple D Trucking	Grand Ridge	FL	SB, WOSB, SDB, HUB
Tropical Disaster Response, LLC	Homestead	FL	
Tropical Transit, Inc.	Haines City	FL	SB, WOSB
True Perfection, Inc.	Ponte Vedra	FL	SB
Turf Tamers of Polk	Auburndale	FL	SB, VO
Underground Industries, Inc.	West Palm Beach	FL	
Underwood Disaster Recovery	Hernando Beach	FL	llc
United Underground Contractor Corporation	Davie	FL	SDB
US Storm Authority	Edgewater	FL	SB, WOSB
Utility One, LLC	Palatka	FL	SB
UUI	Ponce Inlet	FL	SB
VCM Construction	Debary	FL	SB
Victor Doyle Enterprises	Vero Beach	FL	SDB, VO
VIP Restoration	Pensacola	FL	SB
Vision Outdoor, Inc.	Clermont	FL	SB
VME Hauling	Clearwater	FL	SB, WOSB, SDB
VonCo, LLC	Santa Rosa Beach	FL	SB
Walker Tractor Work	Lake Wales	FL	SB, WOSB, VO
Walters and Son Construction, LLC	Okeechobee	FL	SB
Warren Contracting And Development	Ft. Lauderdale	FL	SB
Warren Environmental, Inc.	Suwannee	FL	WOSB, HUB
Waste Knot Connections, Inc.	Pensacola	FL	SB, WOSB
Wayne Minchew Construction	Pensacola	FL	
WCC Disaster Recovery and Debris Management	Orlando	FL	8A
WDCJ	Tampa	FL	SB
We Dig It...Kopta Excavation, LLC	Avon Park	FL	SB
West Coast Florida Enterprises, Inc.	Fort Myers	FL	SB
West Coast Roofing and Contracting, Inc.	Clearwater	FL	SB
Wilkerson Trucking, Inc.	Trenton	FL	SB
Williams Lift Truck Service, Inc.	Tampa	FL	SB
Wilson Consultants (WCC)	Winter Park	FL	SDB
Wood Products, Inc.	Lake City	FL	
Wood Resource Recovery, Inc.	Gainesville	FL	SB
Woodline Construction	Boca Raton	FL	SB
WRS Infrastructure & Environment, Inc.	Tampa	FL	SB

2.3.3 Equipment

Ceres Environmental Services, Inc. owns more than 450 pieces of its own disaster response equipment with substantially more additional equipment available through our subcontractors. In our 2005 response for the USACE on Hurricane Katrina, Ceres provided more than 7,800 trucks and supporting loading equipment for an 11-parish region in Louisiana. Ceres-owned equipment augments our subcontractors' equipment and provides additional flexibility, direct management control, and higher levels of customer responsiveness and satisfaction.

Company equipment (leased and owned) and personnel allow Ceres to respond to a disaster regardless of the immediate availability of subcontractors. On a 2002 storm debris project for Kansas City, MO, Ceres provided more than 500 pieces of equipment for a project requiring completion of the first pass within 16 days of contract award (the first pass required hauling over 500,000 cubic yards). Ceres successfully met the 16 day first pass deadline and the City Project Manager won an award for his outstanding disaster response performance.

Ceres owns all of the equipment needed for supporting its own personnel in the field, including: mobile living quarters, food supply, large potable water supply tanks and large septic storage systems. These systems save valuable management time in responding to higher category storms. Ceres also has these same systems to provide project-wide support including for Government personnel.

Ceres owns four self-contained office trailers including satellite internet connections and satellite phones. Through our established vendor supply chain we can provide rental satellite phone service to our clients. In addition to our fleet of disaster equipment and heavy equipment, our ongoing large construction business provides us with a national network of vendors from whom we can source additional types of heavy equipment for specialty work.

Ceres employs support personnel to maintain owned and leased equipment. Support personnel include (but are not limited to) mechanic helpers, master mechanics, asset/logistics managers and clerical support. Our field support personnel are supplied with mobile service vehicles and parts storage containers that can be strategically located to maximize our effectiveness. In order to keep our fleet in the field we maintain operational records on all equipment leased or owned. Those records are part of an automated preventative maintenance system that includes service records, repair history, spare parts inventory, technical manuals and electronic document capture.

Category	Owned	Description
Light Truck	24	Pickup Trucks, ½ & ¾ Ton Size
Service Truck	8	Mechanic & Oiler Trucks
Self Loader Truck	7	Straight Trucks with Grapple Loader
Bucket Truck	1	Arbor Truck with Boom
Straight Truck	5	Flatbed & Roll Off Trucks
Semi Tractor	15	Tandem & Tri Axle Tractors
Utility Trailer	5	Car Hauler & Service Trailers
Gooseneck Dump Trailer	3	20K# Hydraulic Dump Trailer
Tub Dump Trailer	2	34' Self Dump Tub Trailers
Side Dump Trailer	8	SDI Tri-Axle Side Dump Trailer
Walking Floor Trailer	5	48' Self Unloading Debris Trailers
Tag Trailer	7	40K# Tag Along Trailer for Self Loader Support
Lowboy Trailer	2	Heavy Equipment Hauler Trailers
Debris Container	18	Assorted Roll Off Containers
Iso Storage Container	12	Portable Shipping/Storage Containers
Inspection Tower	2	Portable Traffic Inspection Tower
Portable Office	4	Portable Self Contained Office
Portable Berthing (R/V)	14	Assorted berthing to house and sleep crew
Wheel Loader	14	Assorted Wheel Loaders with Bucket and/or Grapple
Backhoe Loader	2	Wheel Backhoe Loaders
Skidsteer Loader	6	Assorted Wheel or Track Skidsteer Loaders
Swinger Loader	3	Swinger Loader with Bucket and/or Grapple

Category	Owned	Description
Hydraulic Excavator	11	Assorted Tracked Excavators with Bucket and/or Grapple
Tracked Dozer	9	Assorted Dozers Straight Blade or 6 Way Blade
Self Propelled Sweeper	1	Wet/Dry Sweeper
Tub Grinder	4	Assorted Sized Tub Grinder for Vegetative Reduction
Horizontal Grinder	2	1 Track Mounted and 1 Trailer Mounted Grinders
Light Plant	8	Assorted 4 Lamp Light Plants, 2 with 20KW Generator
Air Curtain	2	Portable Air Curtain Incinerator Set
Water Pump	10	Portable Water Pumps Sizing from 4" – 6"
Generator Set	14	Assorted Generators Sizing from 6KW to 240KW
Assorted Attachments	240	Buckets, Grapples, Blades, etc... for equipment support

We recognize that subcontractors are crucial to our ultimate success in a major event. Below is a sampling of important equipment available through subcontractors:

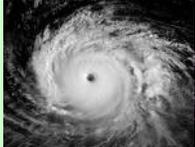
Type of Equipment	Quantity of Equipment
Air Curtain Burner	558
Bucket Trucks	291
Knuckleboom-Prentice-Style-Self-Loader	5,201
Skid Steer	7,752
Skid Steer with/Grapple	7,839
Tractor-Trailer End Dump	12,743
Tractor-Trailer Live Bottom	3,971
Truck-Dump-Single Axle	8,425
Truck-Dump-Tandem Axle	16,138
WheelLoader-FrontEnd-4Yard	6,502

2.4 Time Response

The following is a general discussion of Ceres Environmental Services, Inc.'s technical approach and understanding of the scope of work. It includes a timetable for response and recovery based on past Ceres experience and our standing disaster response plans. The overall plan for contract execution is described in detail in a section below titled "Contract Performance Phases". Finally, we present seven scenarios based on different disaster events that may impact your jurisdiction in order to illustrate our response to increasingly severe storms.

Project Timeline

The following describes the typical workflow between Ceres and Sumter County once a contract award has been received until Ceres responds to a storm.

Projected Storm Preparation and Response Table		
<i>Generally, the speed of debris removal is based on the ability of the jurisdiction and its citizens to move debris to the right of way.</i>		
Today	We are at work at Ceres so that we can respond rapidly and successfully to an event in Sumter County. We are zone mapping, doing localized resourcing, and negotiating subcontractor agreements. Ceres has letters of intent from local subcontractors and is pursuing additional pre-arranged agreements with more local subcontractors and vendors. Being proactive in our pre-event planning allows us to give maximum attention to Sumter County when the day comes for a disaster response.	
Contract Award	Upon contract award and at the County's request, we schedule a personal visit by a Ceres Project Manager. The purpose of this visit is the personal introduction of the key members of each party's team, discussion of the planning, training, and disaster response preparedness needs of the County. During an event, a Project Manager will be assigned only to Sumter County and will be available to the County 24 hours per day, 7 days per week.	
Planning and Training	If included in the contract, Ceres will provide training to designated County personnel as agreed. The company also continues its Pre Event planning as it reviews local subcontracts, makes plan changes as necessary and keeps an eye on the weather. Typically, Ceres monitors the National Weather Service forecasts and several subscription services to keep us aware of tropical storms and hurricanes.	
Pre-storm Mobilization	When a storm in your area is imminent, Ceres takes action quickly so that road clearance and debris removal operations can begin as soon as the storm subsides. At your request, if conditions permit, your Ceres Project Manager, or other Ceres professional, will join Sumter County personnel in the EOC and help prepare for storm impact and recovery.	
Landfall	Once the immediate threats are past, the on-site Project Manager will work directly with County officials as we begin our disaster response efforts. Our pre-arranged subcontractors will begin readying equipment for registration.	

Cut and Push	The Ceres Project Manager will ensure that County needs are being met in order of priority. Local subcontractors and equipment will begin any necessary road clearance operations and will begin staging efforts for right-of-way debris removal.	
FEMA records and data management	Ceres will assist Sumter County on an as-requested, as-needed basis to ensure that records are kept and maintained to provide maximum allowable reimbursement to the County.	
Fully Operational	The necessary trucks will be in place to continue debris removal in an orderly fashion. Local subcontractors will be deployed to the maximum extent possible and the Ceres debris removal operation will be fully operational on this day.	
First Pass Complete	At the end of the first pass of debris removal time would be allowed for residents to bring additional debris to the curbside. Crews would begin ramping up to start the second pass. Additional tasks, such as hazardous tree removal, hazardous stump removal, and other similar scopes of work may be implemented.	
Second Pass Complete	Debris removal operations would be well in hand. Hot spot crews would continue to cleanup any debris that has time or safety constraints. The vast majority of storm debris would be cleaned from the rights-of-way. The Ceres Project Manager would begin focusing on project completion procedures.	
Final Pass Complete	Debris removal operations would be 100% complete. The Ceres Project Manager would remain in constant contact with Sumter County personnel, but daily presence may not be needed by this time.	
Site Reclamation	After debris hauling activities have ceased, all debris on any Temporary Debris Staging and Reduction Sites (TDSRS) will be processed and/or removed. The sites will then be graded and restored, usually by seeding with grass.	
Ticket Reconciliation	Ceres performs ongoing ticket reconciliation with subcontractors and Sumter County so that databases of debris hauled match as closely as possible. After all debris has been hauled, all truck ticket databases are reconciled to close out the financial records of the project.	
Invoicing	Following reconciliation of the truck records, a final invoice will be delivered.	
FEMA Reimbursement	Ceres will work with the County following the completion of the field work, on an as-requested, as-needed basis to ensure maximum allowable reimbursement.	

Contract Performance Phases

In order to successfully respond to a disaster, natural or otherwise, planning and preparation are of the utmost importance. Ceres adheres to a series of carefully drawn plans for each step of its response beginning from the time we prepare our response to your RFP until planning begins for the event after next. The following information outlines a generic plan for responding to debris-generating emergencies. Please note that this general summary is not specific to a particular type of disaster event.

Post Award Phase

Upon contract award and at Sumter County's request, a personal visit by a Ceres Project Manager can be scheduled. The purpose of this visit is to introduce the key members of each party's team, discuss the planning, training, and disaster response preparedness needs of the County from their own perspective, and review the Ceres Debris Management Plan, from mobilization to the Final Report. Tours of each of the sites identified for the following uses will be jointly conducted:

- Equipment Staging
- Temporary Debris Staging and Reduction
- Local Landfills Authorized for Final Disposal
- County Public Works Offices
- County Administration

It is expected that this meeting will require the better part of a normal workday. Discussion will loosely follow a prepared agenda designed to address the critical elements of resource requirements and knowledge base known to significantly enhance the County's level of disaster response preparedness.

This is step one in the strategic pre-positioning of the interpersonal knowledge of each of our (both parties) teammates. Getting to know each other prior to an event is very important in maintaining a seamless transition during an actual disaster recovery.

Planning and Training Phase

Planning and training is available each year of the contract and may include some of the following planning and training topics:

- Hurricane Debris Volume Estimation Using the U.S. Army Corps of Engineers Model
- The FEMA Paperwork Process: From IDA to PW and All Points In Between
- Measuring a Truck/Trailer the FEMA Way
- Load Tickets – Who Fills Out What and Why
- Stumps, Stumps, Stumps
- Determining Your Force Account Capabilities or When Will I Need Help
- FEMA Eligibility – What a “Good” Contractor Will Tell You

This creates further opportunities to develop the relationships between the County staff and Ceres personnel that will help to assure a successful debris management operation, when required.

Alert Phase

Selected Ceres team members are subscribed to special weather advisories from several different sources. We are aware of the weather.

Alert 1: Category I & II Hurricanes

When a Category I or II Hurricane's “Cone of Influence” of Projected Impact Area associated with the **3-day** forecast, begins to touch the coastline, the Project Manager assigned to the contract will commence Alert 1 activities.

Alert 1 activity includes, but is not limited to:

- Calling the previously identified representatives of Sumter County, and exchanging the most up-to-date contact information each has with the other.
- Activating Ceres notification procedures for all subcontractors – operations and administrative services.
- Contacting and overseeing preparations to make the Project Advance Team ready to deploy.
- Assigning a Project Logistics Coordinator to make use of all services possible: including, but not limited to: hotels/motels, gasoline and diesel fuel, catering/restaurants, laundry services, emergency medical services, vehicle and equipment repair shops, and other disaster response and life support services.
- Confirming the availability of emergency road clearing crews and equipment, and as local conditions dictate, dispatch them to a secure, pre-positioning site near or within the County's boundaries.

Alert 2: Category III, IV, or V Hurricane

The same functions are performed as during Alert 1 activity, but they start when the **5-day** "Cone of Influence" of Projected Impact Area begins to focus on the County's geographic area.

Alert 3: All Other Sudden Impact Events

Sudden Impact Events include ice storms, tornados, man-made, technological events, and terrorist activities. These events do not allow for a forecast or pre-positioning the Project Advance Team. Ceres pledges to the County to have a representative physically present within 12 hours of notification to respond to Sudden Impact Events.

Mobilization Phase

The mobilization section of the Ceres Plan addresses key mobilization milestones including: Project Advance Team, Ceres-owned equipment, Project Office and Communication Center, Subcontractors, and TDSR Site Construction.

Ceres is expert at rapidly mobilizing its team and its equipment as well as key subcontractors to provide the County with the necessary resources as quickly as possible. Ceres recognizes that in order to minimize the financial damage to a community, cleanup activities must begin rapidly and proceed without delay.

Pre-Landfall Activities

Ceres Representative (Early Rep): Ceres will provide, at the County's request, a representative prior to hurricane landfall. When a disaster threatens, Ceres is pleased to provide to Sumter County one or more representatives to be present at the Emergency Operations Center prior to landfall. The Early Rep will interface with County personnel and provide Ceres management with on-the-ground reports regarding local conditions.

Equipment pre-staging: Prior to landfall, Ceres equipment will be pre-staged at the closest mobilization point and contract administration headquarters. Additionally, our principal subcontractors will have equipment available in or near the County's location. In this manner, Ceres will have sufficient equipment to immediately start the initial push when weather permits, and have sufficient equipment to begin the load and haul as soon as possible.

Subcontractor Liaison: As detailed elsewhere in this submission, Ceres has a large number of subcontractors available. During the pre-landfall phase, our subcontractors will be contacted and put on alert in order that they can arrive as soon as safety permits. Ceres already has advance master contracts signed with many subcontractors, so we have already ascertained that they are properly insured.

Project Advance Team

The project team, consisting of the Project Manager and selected Project Administrative Staff and Field Management personnel, will be on-site within 12 hours following notification by the County prior to, or immediately following, storm impact. The project staff may include management representatives from health and safety, quality control, accounting, subcontract administration, logistics, and field management, depending on the size of the event. As soon as practicable, the advance team will compile an initial damage assessment. Personnel sufficient to round out the project administrative staff, its support function, and operations management, will arrive within 24 hours of notification. Once on-site, the Project Manager will be physically capable of responding to the County Representative within one (1) hour of notification.

If requested by the County, the logistics support team will provide and distribute ice, water, food, temporary utilities, sanitary facilities, temporary housing, and any additional services as specified in the agreement between Ceres and the County. During the Preparation/Planning Phase, vendors within and adjacent to the region will be identified and contingency contracts established for the provision of gasoline and diesel fuel, ice, water, food, sanitation, temporary housing, and other services. If during the Preparation/Planning Phase, local vendors are not available, Ceres will arrange to provide the services from other qualified and registered sources.

Contractor Mobile Command Center

The Emergency Operations Temporary Project Office and Primary Debris Collection/Debris Processing Equipment are staged in Bonifay, FL, and Houston, TX. Annual heavy equipment hauling permits are

maintained for Ceres' eight heavy equipment haulers consisting of semi tractors with lowboy trailers, enabling a quick response. The temporary facilities and Ceres-owned disaster response equipment is expected to arrive within 12 hours of notice to proceed by the County.

The Emergency Operations Temporary Project Office comes equipped with general support equipment such as telecommunications (satellite telephone, radio, cellular phone, or land lines), fax copier, computer network, file cabinets, and general office supplies. The Project Manager, Project Administrative Personnel, Field Manager, Debris Collection and Site Management Crew, and designated County representatives will be provided with a proprietary communication link in the event conventional communications are interrupted. The Emergency Operations Temporary Project Office will be of sufficient size to provide support to the Project Manager, project administrative and support staff, and debris collection and site managers. A separate 10' x 20' office within the same facility equipped with general support equipment can be provided to the County.

Satellite Communications

Ceres knows that immediate communications are critical to an effective response to disaster. We maintain an account with a satellite communications company and maintain satellite handsets for our managers and to provide to our customers as "loaner phones" until standard cell phone service is back on line.

Ceres also purchased and uses a system of internet access using two satellite dishes, which when wired together provide high-speed internet access roughly equivalent to a T-1 line. When powered by a portable generator, our management and our Mobile Command Center users have local and world-wide communication tools to support our high service level.

Life Support and Fuel Supplies

Ceres comes to the project self-sufficient and ready to help in many ways, including the provision of basic necessities. Due to the uncertain nature of room and board, Ceres mobilizes with life support for our crews and for some subcontractors. Additionally, if Sumter County seeks assistance in provision of basic needs of water, food, shelter, and ice, Ceres can supply these services, as we have done in the past in other locations.

Following the landfall of Hurricane Katrina, Ceres' crews arrived with their own housing (travel trailers and RVs). We proceeded to supply life support of temporary lodging, meals, showers, and bathrooms to 400 people. We are also capable of providing onsite fuel delivery for both the fleet of Ceres owned equipment and our subcontractors, as well as County fleets.

Temporary Debris Storage and Reduction Sites (TDSRS)

When a TDSRS is established, a Site Plan will be developed for each site, and include, but not be limited to:

- A description of project operations
- Site layout
- Environmental factors
- Site photographs

Additional sub-plans that may be incorporated as necessary in the Site Plan include:

- An **Environmental Protection Plan** that addresses storm water protection, hazardous waste, soil and leachate draining from the debris stockpiles, site operations, and the proximity of truck traffic to waterways.
- A **Dust Control Plan** that will address prevailing wind directions and location of developed areas as it relates to site design. Methods of mitigation will be specified such as the use of water trucks on access roads.



A water truck sprinkling to control dust on an access road.

- A **Traffic Control Plan** that considers the number of trucks per hour entering the TDSRS and the type of public access control (if authorized). All-weather access roads into and out of the site will be needed to maintain a seven-day per week operation.
- A **Site Safety Plan** that complies with the Ceres Company Accident Prevention Plan (available on request) and applicable OSHA requirements. Security will also be addressed in the Site Safety Plan.
- A **Fire Prevention Plan** that will follow the provisions of the National Fire Prevention Code and in particular, codes that specifically address woodchip storage. All equipment will have fire extinguishers that meet NFPA No. 10A-1970.
- The **Production Plan** will designate how machinery will be utilized on site and will describe site management/operations and anticipated production rates. Each load received at the site will be inspected prior to off-loading to determine load size and the presence and type of any contaminants. Contaminated loads will be segregated for further sorting and appropriate processing or disposal.
- **Other plans may include:** Truck Routes and Access; Site Staffing and Assigned Duties; Debris Segregation and Hazardous Waste Handling plans.

TDSRS Construction Timeline

Each designated Debris Site Manager will commence construction of their respective TDSRS within 24 hours of notification. TDSRSs will be fully operational within 48-72 hours of Notice to Proceed. The Project Logistics Manager is responsible for ensuring gravel for access and internal haul roads and dump pads, prefabricated inspection tower kits, erosion control materials such as silt fence, straw bales, coir fiber, and geo-membrane liners for hazardous waste containment areas are available on site within 24 hours of notification. Additionally, portable truck scales may also be requested at the direction of the County.

Emergency Roadway Clearance and Debris Removal Phase

The following information outlines a generic plan for responding to debris-generating emergencies. Please note that this general summary is not specific to a particular type of disaster event. This phase encompasses the majority of the physical work of the project. It also generates the most records including load tickets and logs of various kinds. This is also the phase where careful planning pays huge dividends.

Emergency Road Clearing-Cutting and Pushing Public Right of Ways

When emergency road clearing is required, separate crews will be allocated and will be available within hours following an event. Ceres typically mobilizes this equipment pre-event based on weather forecasts. Cut and Push Crews will be prepared to work 24-hour shifts (with rotating personnel).

Cut and Push Crew typical configuration is:

- One front-end loader 4/1 bucket (or equivalent) with experienced and qualified operator
- Up to two transport trucks approximately 30 cubic yards with operator(s)
- Two laborers with chain saws and rakes
- Two flag persons
- One Bucket Truck with an experienced operator or climber (optional based on need)
- One Foreman with cell phone and pickup

The number of Cut and Push Crews will be determined by the County. Ceres owns eight (8) wheel loaders (with appropriate grapple attachments) and has additional subcontractor supplied pushing equipment.

Ground personnel will be supplied with sufficient types and quantities of tools and materials to effectively push the debris to the roadside to clear routes for emergency traffic. In the event debris cannot be pushed aside, it will be loaded in trucks and transported to nearby off-street locations for temporary dumping, to be picked up later by the normal debris clearing crews. When each assignment is complete, Ceres' crews will contact the County's dispatcher to obtain authorization to proceed to the next assignment.

Debris Collection

Crews will be dispatched to begin work within two days, and according to the County's priorities and the removal schedule adopted in coordination with the County representative. At the direction of the Ceres

field supervisor each assigned debris removal crew will service each assigned road or right of way. Daily meetings will be conducted at 7:00AM between the County and Ceres. Zones and Sections will be identified and prioritized. Progress will be updated and reported to the County at the close of business each day. Additional passes will be conducted prior to project completion in agreement with the County or per contractual requirements, to ensure adequate time has been scheduled for residents to move their debris into the right of way.

A typical crew will be comprised of:

- One Knuckleboom Loader (or one 4-cubic yard wheel loader with grapple)
- One Bobcat with grapple
- Two laborers with chain saws and rakes
- Two flag persons
- One Foreman with cell phone and pickup truck (one foreman/ three crews)
- GPS Tracking and Navigation Aids
- Three hauling trucks or trailers (30 - 50 cubic yards). Additional/large capacity trucks may be added for longer hauls.



A Ceres self loader with a trailer making pickups from the ROW.

First preference will be given to hauling vehicles best suited to local conditions.

Knuckleboom self loaders are efficient, but in areas with narrow streets or limited overhead clearance, they are too large to be effective. In tight areas, pickup trucks with dumping trailers minimize traffic disruption and potential damage. Crew and overall debris collection production will be monitored on a daily basis. The Project Manager will alter crew composition and overall number of crews as necessary. Self Loaders may work singly or in conjunction with dump trucks. In accordance with FEMA guidelines, hand-loading will not be allowed or tolerated in any circumstance. Ceres owns seven Self Loaders (Knucklebooms) and has access to many more through our subcontractors.

A minimum of one **Hot Spot Crew** will be assembled for each zone during this project. The crew(s) will commence operations within 24 hours of the notice to proceed. The typical crew will consist of:

- One Knuckleboom or self-loader
- Three Laborers (one sawyer and two Flagmen)

Work zones will move as the debris is cleaned up from the streets and boulevards. When the work zone is located on or near a heavily traveled roadway, it will require additional flag persons, additional signage, and/or assistance from local law enforcement agencies. The crew foreman will monitor the work zone and all other aspects of crew operation.

Flooding

Ceres expects flood recovery work when a client has significant land area in a 100-year flood zone, and when rivers and other waterways pass through the area to be cleaned. Flood recovery work generally requires specialty equipment, such as long-reach excavators, floating excavators, and a greater amount of tracked skidsteers. Wheel loaders with buckets and grapples are often used to remove debris that may fall apart if picked up by a knuckleboom loader.

Ceres has surveyors and other specialists on staff who can determine which flooded areas will be likely to drain first so we can plan and allocate equipment based on those studies.

Although some of the same types of debris are removed in flood and non-flood disaster recovery, typically storms with heavy rainfall increase the amount of construction and demolition debris when compared to vegetation. Also, the time line is longer in flood situations, because standing water takes time to recede.

The debris removal may also be more complex as it can involve partial or full demolition of structures. For example, in a post flood situation, a house may have sheetrock walls that must be inspected by an expert who determines that sheetrock must be removed. After removal, the debris may be left on the right-of-way in loose piles. These piles will probably present more difficulty in loading than vegetative debris, or a pile of wind-blown privacy fence, because the waterlogged debris may have no structural integrity and will fall into pieces when picked up. For this reason the types of equipment may be different in flood situation, with wheel loaders and dump trucks more prevalent and self-loading knucklebooms less prevalent than in a non-flood storm. Ceres owns nearly all types of equipment used in flood recovery, and we have subcontractors who specialize in flood disaster recovery.

Ceres has a special hazardous materials (HAZMAT) team that specializes in preventing the spread of contamination and infestations of rodents in areas that were flooded. From past experience, Ceres knows that these areas are prone to contamination from sewage, agricultural run-off, mold, and chemicals, they are also prone to rodents. Ceres plans to concentrate heavily on these areas in order to limit the spread of contaminants and to limit the breeding of rodents and pests. Once the determination is made in conjunction with local officials and the EPA, if applicable, Ceres will utilize its special teams to target these areas.



Flood debris from the Spring 2008 Iowa Floods

Following Hurricane Katrina, for example, Ceres made weekly passes in some formerly flooded areas, and “mirrored” or “paralleled” the municipal sanitary waste teams. By doing this, neighborhoods were kept clean on a weekly basis so that pests could not be alternately supported by garbage and flood debris—instead all potential habitat or food for pests was removed frequently to ensure a safe neighborhood.

Pathogens are also more of a problem in flooded areas. Water promotes growth of undesirable organisms, and it also facilitates transfer of bacteria that exist in an environment to humans working in that environment. Our corporate health policies address hazards of working in a flooded disaster environment, and Ceres uses procedures including additional immunizations and additional personal protective equipment such as waterproof clothing and footwear, face shields and respirators (air filters) to minimize hazards of flooded areas.

Flood situations may also generate other types of task orders, such as pumping water or clearing catch basins. Ceres is ready for these sorts of eventualities in the County. If a storm leads to flooding, we are prepared to transfer our debris management sites and equipment staging sites to higher ground using identified alternative transportation routes if necessary. Ceres also has several barge, dredging, and water salvage companies on hand as subcontractors if the need arises.

Certification of Maximum Volume Capacity of Hauling Trucks/Trailers

Prior to initial use, authorized Ceres personnel and Sumter County representatives will inspect hauling trucks. Only pre-approved trucks will be received at the TDSRS. Approval will include documentation of truck identification and insurance, safety requirements, and measured cubic yardage capacity. A unique approval number will be assigned to the truck and posted on the truck along with measured capacity. All units hauling debris are required to be “measured in” prior to commencement of work. The hauling unit/truck/trailer certification procedure is mandatory and will be administered by quality control representatives of Ceres and the County. A Truck



Placarding a truck.

Certification Log Sheet will be created for each hauling unit/truck/trailer. Unit specific information along with Year, Make, Model, Address, Photograph, License Plate information, Driver Name, and signatures will be recorded on the log. At this time, a unique identifier will be assigned to the unit. Truck Certification Logs will be maintained by Quality Control Staff. The log will be maintained and available to TDSRS inspection personnel regarding truck approvals, approval number, capacity, and other pertinent information.

The unique truck/trailer identification number and its maximum carrying capacity are written with permanent marker on Ceres placards that are mounted on both sides of the truck/trailer. Ceres uses pre-printed labels with our name and blocks for the assigned identification number and measured volume. These labels cannot be removed without destroying the label. All equipment is subject to further inspection by the County at any time during the project.

Work Locations

Dispatch records will be maintained for the duration of the project. Records will include date and time of dispatch, crew and unit identifier, and status of assigned section (In Progress, Completed). Typically, one contractor will be assigned to a given section. Sections may be comprised of individual developments or combinations thereof. Accurate and thorough Dispatch Logs enable the identification of any potential issues and the responsible party.

Prior to the assignment of sections to crews, each section/subdivision will be inspected by Ceres Field Personnel to ascertain the optimal crew configuration/type (Self Loader, Wheeled Loader with Dump Trucks, High Capacity Trailers, or other combinations of equipment). Classification of sections maximizes production and minimizes potential damage to property. Additionally, all supervisors will conduct weekly toolbox meetings and develop activity hazard analyses in compliance with the corporate Health and Safety Plan.

Field Management

Regular and effective communications are critical to the rapid dissemination of appropriate and accurate data to both the County Management Team and the Ceres Management Team. As the project progresses, the needs of the County may change and resource requirements may need to be reassessed. The original plan, therefore, may need to be modified. In order to ensure effective and efficient execution of all field work, the Ceres team, from Site Managers up to the Project Manager, will meet on a daily basis. The Project Manager is responsible for coordinating the daily scheduling and dispatch of cleanup crews with the County and will meet with the designated representative on a daily basis. The Site Manager is responsible for management and operation of a reduction site, loading sites or any other work site. The Site Managers report directly to the Sector Manager, who reports to an Area Manager, who reports to a Project Superintendent, who reports to the Project Manager. Depending on the scale of a disaster, the number of managers assigned to the Ceres Team will vary depending on local conditions. Foremen at the reduction site(s) and for the collection and hauling activities are responsible for crew supervision and report to the Site Manager.

Each Site Manager ensures that their crew operates in an efficient manner and is responsible for documenting and inspecting work performed. Site Managers document safety meetings, equipment safety inspections, quantity and location of debris hauled, areas completed, and daily time sheets of personnel and equipment. Site Managers also monitor quality control issues such as completeness of cleanup and/or trimming and contract compliance.

The collection crew Foreman will be responsible for scouting future debris removal locations within the daily schedule set by the Program Manager. While scouting the zone, the Foreman's responsibilities include:

- Locating logical trucking routes.
- Identification of Sections by Crew Type/Composition.
- Locating and planning the control or elimination of hazards within the zone (such as high traffic areas). Preference will be given to Self Loaders to ease traffic congestion and minimize damage.
- Advising the Site Manager of any anticipated difficulties or hazards.
- Determining and obtaining resources necessary to ensure a steady workflow.

At the end of each shift, documentation of work completed will be tabulated by the administrative staff and used to schedule the next day's work activities. At this time, any daily reports required by the County will be produced.

Scheduling Control Debris Collection

During post-award preparation the Project Manager obtains maps detailed enough to provide individual debris collection crews address block information. Maps will be divided and identified according to Districts, Sections, and Developments or Address Blocks. The Master Debris Management Map will be located in the Emergency Response Mobile Command Center. Individual developments or address block maps will be reproduced on 8.5" x 11" paper for use in crew dispatching. Each Site Manager will be provided a binder containing all of the development/address block maps for the event's entire area.

The Project Manager will be responsible for the assignment of Districts, Sections, and Developments or Address blocks to subcontractors and their respective crews. A written master assignment file will be maintained in the Emergency Mobile Command Center and will be updated as changes or additions are made. The dispatcher will be responsible for dispatching crews to their assigned areas utilizing the master assignment file. Subcontractors and their respective crews will not be permitted to have more than two open assigned areas. Communication between the subcontractors, their respective crews and the dispatcher will be via radio or telephone. Upon completion or near completion of an assignment, it is the responsibility of the crew leader or subcontractor to request an inspection. The dispatcher will forward this request to the debris collection superintendent or area manager for action. The debris collection superintendent or area manager will coordinate an inspection with a County designated representative.

Once an assignment has been completed and inspected, a new area will be given to the subcontractor. Depending on the size of the subcontractor and/or crew, areas may be as small as address blocks or developments up to portions or even entire Sections. Crews will not be permitted to leave their assigned area and move to another work area until all work is completed as required and the area inspected and authorization received from the Site Manager. The dispatcher is responsible for continually updating crew locations. At the end of each shift, the dispatcher will provide the field managers with a list of crews and their current locations. Subcontractors and crews are prohibited from collecting debris from outside of their assigned areas. The County field representatives will be provided updated crew assignments daily.

Project Manager

The Project Manager (PM) will serve as the principal point of contact between Ceres and the County Operations Manager. The assigned PM will be knowledgeable about all facets of Ceres' assigned tasks and will have executive project responsibilities. The PM will have written authority to sign for the corporation in matters relating to this project and the County.

Upon receipt of a Notice to Proceed, the PM will be on call 24 hours per day, seven days per week, and will have electronic linkage capability for transmitting and receiving relevant contractual information. This linkage will provide immediate contact availability via cell phone and fax machine, and have Internet capabilities. The PM will participate in daily After Action Reviews and disaster exercises, functioning as a source to provide essential element information. The PM will report to the County Operations Manager on an "on call basis" and be capable of responding within one hour of notification.



The PM will ensure that all County event goals and priorities are met and will have authority to make executive decisions regarding the project. The PM will work out of Ceres local disaster office and will meet with his support staff and crew leaders at the end of each day to review progress and set goals and priorities for the following day.

Field Supervisors/Crew Leaders

Ceres Site Managers are responsible for ensuring safe and healthy work environments exist during all operational phases. The Site Manager's specific daily Health and Safety and Operations responsibilities include:

- Monitoring and Inspecting Heavy Equipment Operators, Truck Drivers, and Traffic Controllers in the safe operation of their specific area of responsibility using the proper tools and in accordance with the safety procedures and guidelines outlined in EM 385-1-1 and CFR 29 Par 1929 and 1910. It is important to note that a debris clean-up operation exposes the general public to the numerous hazards involved in debris collection and removal.
- Enforcing the use of proper guards, controls, and work practices. Monitoring each feature of work for human, situational, and environmental factors that could cause accidents.
- Locating compiling contact information for area medical facilities. Crew Leaders will be equipped with a pager and a cellular phone in case of emergency.
- Supervising and evaluating overall worker performance, including safety.

Crew Leaders document daily production to monitor and ensure the most efficient operations. The information they are to record includes:

- Cycle Times of Trucks
- Loads per Hour
- Production

Crew leaders are also required to make sure that safety gear is provided and that it is adequate for the hazards involved and enforce proper use and wearing of protective gear. Accidents will be recorded and reported on the Supervisor's Accident/Incident Investigation Report by the Crew Leaders.

Daily records submitted up the chain of command to the Project Manager will include:

- Sub-contractor/Employee Name
- Equipment Number
- Type of Equipment
- Hourly equipment documentation, downtime, lost time, and sick time

All accident/incident reports are forwarded through the Health and Safety Manager to the Health and Safety Officer (HSO). The HSO notifies the PM, who in turn informs the County Operations Manager and implements all procedures as set forth in the Ceres Health and Safety Program.

Description of a Typical Workday

It will be the responsibility of the Sector Manager to schedule and coordinate the location of a particular crew and equipment necessary for its job function to its location through direction to the Field Supervisors. This will take place through schedule planning from the previous day. The Field Supervisor will notify members of the crew of the start time, specific job function, and location where he/she is to report. At the beginning of the day each field employee will sign in a daily time sheet, the location according to zone (if the zone changes during the course of the day the employee will document the new location), the phase of work he/she is performing, and the unit number and beginning hours of the piece of equipment that he/she is operating (if applicable). The employee responsible for loading trucks and truck drivers will keep a running tally of the loads they complete from each particular zone over the course of the day. It is then the responsibility of the field employee to perform an inspection of the piece of equipment and inform the crew Foreman so corrective actions may be taken. The inspection will be documented on a punch-list that is supplied on the employee's daily report. After inspections and documentation are complete, the crew will begin removing the debris from their zone assigned.

Two flagmen will be placed on each end of the work perimeter to meter the flow of traffic into the work perimeter. If debris is to be moved across the roadway, the flagmen will stop all traffic. When the loading of a truck is completed, the flagmen will also stop traffic while the truck moves out of the controlled area. During the work, the flagmen will be equipped with two-way radios to coordinate the direction of traffic. Additional trucks staged for loading will all be stationed to the side of the roadway from which they will be loaded so they will not obstruct incoming traffic to the work perimeter. When loading is completed, the truck will leave the work area.

The trucks will be placed in single file to the rear of the Knuckleboom loader. As each truck in the queue is loaded and departs for the dump-site, the next truck in line backs up to the loading perimeter. The Knuckleboom loader will load from piles that are staged by two front-end loaders working ahead of the Knuckleboom loader to limit the amount of movement of the Knuckleboom loader during the course of the day. When self-loading trucks (self-loaders) are in use, those trucks will be directed to an appropriate location within the work perimeter where they can begin loading immediately.



The front-end loaders will stage the material from the area between the sidewalks and the street into staging areas on the side of the street. If the crew is working in a high traffic area then this method will not be incorporated – rather the staging will be done completely on one side then staged completely on the other side. When the Knuckleboom loader encounters material difficult to handle (such as chunk wood), the Front-end loader will assist in performing the loading.

Two laborers trained in the use of chain saws will assist the Knuckleboom loader. They will rake and clean up the area of the pile. When oversized material is encountered, the laborers will use chainsaws to reduce its size. The laborers will also assist the truck operators in staging for the Knuckleboom loader, notifying when loading is completed and for obstructions to and from the loading area.

The crew Foreman will be responsible for scouting future debris removal locations. He will utilize maps to locate the perimeter of the zone to which he is assigned. While scouting the zone, the Foreman's responsibilities will include:

- Locating logical truck routes.
- Plotting a logical and efficient direction for the crew.
- Locating and planning for hazards within the zone (such as high traffic areas).
- Notifying his Supervisor and Sector or Area Manager of hazards in a timely fashion so the hazard can be avoided if possible or mitigated if necessary.
- Identify plan for and obtain the necessary resources for a steady workflow in future locations of the work zone.

At the end of each shift, crew employees will complete their time sheet by entering in the time the shift ended, the ending hours on the equipment they utilized and the number of loads they either hauled or loaded. They will deliver this timesheet to the Foreman before leaving the shift. The Foreman will compile the labor information to a daily worksheet, along with Purchase Orders, trucking that was utilized and number of loads hauled, equipment utilization, and a briefing of the course of the day describing any problems that arose and solutions implemented, and areas worked. The Foreman will then turn in the reports for the day. The following topics will be discussed with the management team:

- Changes in time for completion
- Changes in cost objectives for the project
- Changes in operating policy
- Changes in the technical specifications for the projects
- Changes in methods
- Changes in needs
- Revised activity plan estimates
- Failure of suppliers or contractors to deliver on time
- Reassessment of resource requirements on individual activities
- Inability to utilize resources as planned
- Unexpected technical difficulties
- Unexpected environmental conditions
- Scheduling needs

- Performance of work per zone or region
- Unplanned costs
- Any problems or future problems pertaining to the project

After the meeting is adjourned, the Project Manager (PM) will collect all the data. The next business day the data received and the daily reports will be entered into a computerized database. These reports will be evaluated by the Disaster Response Business Unit Director and discussed with the CEO and the PM. The data will be used in weekly reports that itemize costs per region and code and weigh them towards the projected costs and schedules of the project. These reports will be submitted weekly to corresponding company divisions along with reports submitted to the County. It will be the responsibility of the PM to utilize the minutes of the daily meeting and the information from the reports to make daily assessments of the schedules of each individual crew. The PM will also have daily meetings with the County regarding performance and schedule issues of the project. This meeting will cover the customer needs of each zone, projected costs and scheduling of assigned zones, priority of zones, and work to be completed.

Geographic Area Management

Every area has its own unique geographic characteristics that define the parameters of the response. An urban area, smaller municipalities, and rural areas offers different challenges to the successful completion of a disaster recovery mission. Traffic is always an issue that must to be addressed especially when working in and around waterways. Bridges are natural bottlenecks, and our experience has taught us, the less they are used during the transportation of the debris, the better. Ceres is always aware that our disaster recovery work is not the only thing utilizing the transportation system. Through the selection of strategically located TDSRS, our haul trucks should have minimal impact on these areas, as the haul zones are designed to keep the trucks working close to each TDSRS. In the successful completion of our Hurricane Katrina disaster recovery operation in Louisiana, we worked with all of these geographical characteristics and traffic never became an issue because the zone design and TDSRS locations worked together as intended. All impact sensitive areas, such as waterways, parks, forest land, and reserves will be dealt with in an environmentally appropriate manner.

Temporary Debris Storage and Reduction Sites (TDSRS)

Ceres will utilize the TDSRS identified by the County. In the event that additional sites are required, Ceres will work closely with the County to secure leasing agreements and permitting for additional facilities. The state or local environmental authority would be notified and the required information submitted by Ceres.

Ceres will provide sufficient equipment and personnel to process, by burning (if allowable) or grinding, a minimum of 210 and up to 500 cubic yards of debris per hour per crew. Each TDSRS would generally include the following equipment:

- One Grinder, either horizontal or tub (depending upon needs/specs), and/or Air Curtain Incinerator
- Two Backhoes with grapples
- One Wheel Loader with rake
- One Wheel Loader with a light materials bucket for loading mulch
- One Maintenance Truck
- One Water Truck
- One Road Grader (optional)
- One Inspection Tower
- One Hazardous Materials Containment Area
- One Foreman with cell phone
- Four walking floor trucks (120cubic yards) for hauling mulch
- Additional Equipment as determined by the Contract and Site Manager

During work for the USACE in Louisiana after Hurricane Katrina, we performed debris removal operations in 11 Parishes, and operated 54 TDSRS/final disposal sites, simultaneously.

One operator will be assigned site maintenance duties and will operate the Motor Grader, Water Truck, and Low-bed Trailer. This operator's primary duty is to ensure use of the roads by the dump trucks, and maintain dust and fire control. The Loader with blade will have intermittent general site maintenance duties and will keep areas around the burn pits, ash storage, and grinding areas clean.

Ceres will construct a hazardous materials containment area at each TDSRS measuring approximately 30' x 30'. Typically, the perimeter will be lined with hay bales and staked in place. The area will be lined with heavy gauge plastic (10 mil or greater) to provide a waterproof barrier. A plastic cover (10 mil or greater) will be used to prevent rain from entering the containment area. Site run-off is redirected away from the containment area by site grading. Hazardous materials that are encountered during clean up operations will be staged in this area. Such materials will be properly disposed of in a timely manner.

Inspection

TDSRS will be the point of inspection and load volume estimation by the County or their designated representative. Inspection towers will be used to observe and record all trucks entering and leaving the TDSRS and document their loads. The tower will be 10 feet above the existing ground elevation, with a wooden handrail and steps to provide access and constructed of pressure treated lumber. The floor area will be 8'x8', constructed of 2'x8' joists, 16" O.C. with 3/4" plywood supported by four 6"x6" posts. The perimeter of the floor area will be protected by a 4' high wall constructed of 2"x4" studs and 3/4" plywood. The entire floor area will be covered with a corrugated tin roof. The roof will provide minimum 6' 6" headroom below the support beams. The inspection tower will be large enough to adequately accommodate a minimum of three people simultaneously.

County Monitors/Inspectors will inspect each load to verify that:

- The truck has been pre-approved and measured.
- The load is eligible.
- The 'percentage filled to' figure is determined and noted on each individual load ticket.

The Monitor will determine the capacity of the truck and estimated load volume (percent capacity), and evaluate the load for contaminants requiring segregation. The Monitor will instruct the driver regarding the appropriate dump location at the site and will verify the truck is completely empty following dumping. The Monitor will complete the load ticket presented for each load delivered to the site.



After inspection, the material will be forwarded to the tipping area supported by a wheel loader with rake and laborers. The laborers will inspect the debris and remove any contaminants. Contaminants that are hazardous will be handled by the Hazardous Toxic Waste Specialist, staged in the Hazmat containment area, and disposed of in accordance with federal, state, and local requirements. Other contaminants, such as metal, will be segregated accordingly.

Load Tickets and Reporting

Ceres uses preprinted, five-part carbonless, color coded load tickets. The tickets are available for use on this project if approved by the County. Each ticket has a unique serial number and ample space to record information such as: contractor, date, truck number, load size, driver, and type of material, origination, dumpsite, time, GPS Location, and inspector. Ceres uses a custom Access database program to record ticket information. The entry screen follows the format of the load ticket which greatly speeds up data entry. Tickets are easily verified and combined with a truck inspection table contained in the same database. One data entry clerk with minimal training can enter 700 load tickets (the equivalent of about 21,000 cubic yards) per day. Access also contains powerful report features that aid in ticket reconciliation and truck verification. Data is easily converted between Excel and Access for reporting purposes.

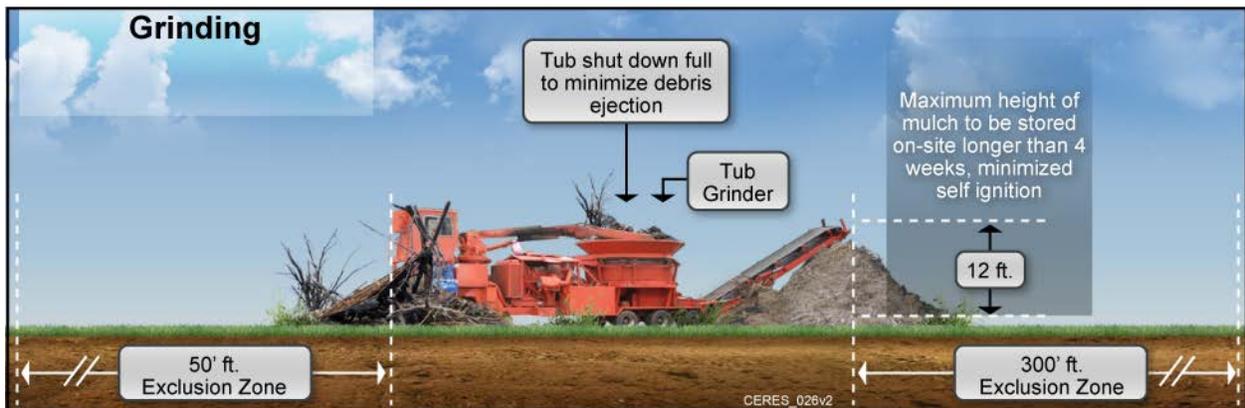
Material Segregation

Due to the nature of these operations, material segregation is required in order to properly and efficiently process debris. Collection crews will segregate non-grindable debris to the maximum extent possible during collection and loading operations. The inspection tower will also assume responsibility for the segregation of loads containing contaminants or non-grindables. Those loads, which may contain debris ranging from white goods, household hazardous waste (HHW), e-waste, and other materials, will be segregated and sorted either manually or mechanically to remove the contaminants and then dumped in designated and appropriately lined/fenced areas at the TDSRS until final disposal.

Metal contaminants will be segregated and baled or otherwise processed for recycling. Concrete will be segregated and transported to a recycling facility and may be crushed prior to transport. Glass, plastic, and other materials will similarly be segregated and recycled to the maximum extent possible. Debris that cannot be processed or otherwise recycled will be disposed of at an approved and lawfully permitted construction and demolition final disposal site.

Volume Reduction by Grinding

The wheel loader with rake will push material designated for reduction to the grinder. Great care should be taken to keep the debris free of dirt before processing with a grinder/chipper; this both maintains the value of the product and reduces the cost of grinding. If the mulch produced from grinding is to remain on site for more than four weeks, the mulch piles will then be stacked no higher than 12 feet to minimize the potential for spontaneous combustion.



Horizontal grinders, having a predominately closed grinding chamber, can operate with a minimal exclusion zone projecting out at a 45 degree angle at a distance of 250 feet from each corner of the in-feed conveyor. Tub grinders, if used, will operate with an exclusion zone of 300 feet on the “kick” side of the grinder and 50 feet on the “non-kick” side. Grinders will be shut down in a full tub condition to minimize debris ejection. The Dust Control plan will be implemented to ensure dust from the grinder does not impact the adjacent properties. Lockout/tagout procedures will be used on grinders and strictly enforced. All equipment in the vicinity of the grinders will be equipped with fully-enclosed cabs.

Volume Reduction by Burning

The loader/rake will push clean debris in the direction of the burn pit, taking great care to keep the debris free of dirt. Once the debris is piled in the vicinity of the burn pit area, the backhoe with thumb will feed the Air Curtain Incinerator in such a manner as to promote complete combustion. The backhoe will also set aside any material that would process more efficiently in a chipper/grinder, such as large diameter logs or stumps.

The Air Curtain will be operated at least 100 feet from any stockpile of debris and at least 1,000 feet from any occupied structure. Prior to removal of ash debris from the air curtain incinerator pit, the material will be wetted. Ash stockpiles will be at least 100 feet away from any debris stockpiles.



Final Disposition

Segregated, processed non-grindables will be recycled to the maximum extent possible and practicable. Metals and concrete will be baled, crushed, or otherwise processed for transport to recycling facilities. Documentation will be retained regarding total type and amount of materials recycled and each recycling destination.

Clean woody materials will be processed to generate mulch. Live bottom trucks loaded with a rollout bucket-equipped wheel loader will be used to haul mulch to the final disposal site. Mulch hauling will be performed simultaneously with grinding. Mulch will be applied or disposed of at a site(s) approved by the County, as appropriate. The handling of Incinerator Ash Material will comply with all federal, state, and local requirements and the Incinerator Ash Material Management Plan.

Work Hours

Collection crews will typically work up to 12 hours per day, seven days per week unless otherwise specified or limited by contractual requirements. For safety reasons, collection crews will work during daylight hours only. Debris processing sites typically operate 24 hours per day, seven days per week if sufficient lighting is provided during evening hours, unless restricted by the contract.



Traffic Control

As discussed in other sections, Ceres requires and will provide certified traffic control personnel for debris collection, transportation, and processing operations. Competent and qualified personnel will be trained in traffic control procedures and will be provided necessary safety equipment and communication devices.

Traffic control personnel will generally be placed at either end of a work zone in order to properly control the flow of traffic into and out of the work zone.

Site Restoration

The Site Restoration and Environmental Survey Plan will ensure that restoration of the site will meet the owner's requirements and local regulations. In addition to site cleanup and removal of all debris, the Restoration Plan will include requirements for achieving ground cover through topsoil and seeding specifications. Other requirements may be mandated by the Erosion Control Plan, such as maintenance of straw bales, retention ponds, or erosion control fencing until ground cover is established. An outside independent party may be employed to conduct a post utilization environmental survey in order to ensure satisfactory site conditions. Site closure is normally accomplished within 30 days of receipt of the last load of disaster related debris.

Demobilization Phase

The PM prepares a demobilization checklist that includes a punch list of items to be completed by staff. The Punch List may include items such as arrangement for future maintenance of erosion control measures. The PM and staff are also responsible for final report to the County which includes lessons learned and results of operations

Documentation – Field Operations

Production Reporting

Ceres has developed specific internal procedures to ensure proper audit-quality documentation of daily project activities is captured and provided to the County. This includes: project tracking forms, load tickets, truck certification logs, production logs, shift inspection checklists, safety meeting report forms, daily crew reports, and various equipment usage reports. Other reports are prepared and submitted to document project activities, progress, and quality control.

Quality Control

Daily Contractor Production and Quality Control reports will be completed each day of work and available the following work morning to the County. Original reports are maintained in the Mobile Command Center and daily reconciliation reports are generated to verify information reported on load tickets to information reported on daily production reports. The Project Manager and Project QC Manager will monitor information contained in the Daily Quality Control reports to ensure project activities conform to contractual requirements and that an acceptable level of project quality and workmanship is provided to the County.

Formalized quality control procedures are applied to each project to ensure documentation procedures are properly and fully implemented and to ensure conformance to project specifications. All personnel, including employees, subcontractors, and suppliers are subject to the provisions of the QC Program. For each project, a Quality Control Plan is specifically developed to detail the QC organization, individual responsibilities, monitoring procedures of activities

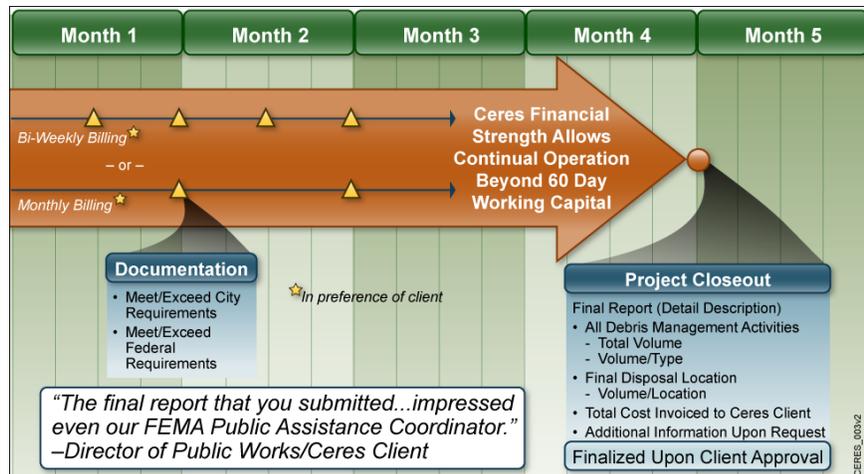
Documentation
<ul style="list-style-type: none">• The zone, Section number, and street where debris removal operations were conducted and/or completed.• The total number of personnel engaged in debris management and position or activity• Daily and aggregated man-hours• Then number of loaders and debris hauling vehicles in operation• Hours of use of trucks and equipment• The daily and aggregate volumes of debris, by type, removed and processed• The number, name and location of each debris management site in operation to include numbers and types of reduction equipment in use• Mulching machines in operation• The percent completion of the project• The estimated completion date• Any inspections conducted by federal, state or local government agencies• Any testing performed and/or test results• Quality control phases implemented, as applicable• Any corrective actions implemented• Any damage to private property caused by contractor operations• Any reports of damage or claims made by citizens• Other information as may be required to fully and completely describe the contractor's daily operations• A weekly summary of the information from the daily reports• A final project summary report to describe all debris management activities conducted and conformance to contract specifications• Additional information or reports as necessary to adequately document the conduct of debris management operations.

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and subcontractor activities, documentation requirements for Ceres personnel and all subcontractors, control phases or procedures, and identification and correction procedures for non-conforming activities. The remedies for non-conformance include termination. Exceptional quality control of each project promotes efficiency and avoids investigation and other potential losses.

Invoicing

Ceres can provide invoices to the County on a bi-weekly, semi-monthly or monthly basis. With each invoice, appropriate documentation will be provided relating to the services provided during the invoice period. Documentation will meet the County requirements and the federal requirements for funding and reimbursement purposes. Ceres will provide technical assistance to the County in the completion of claims filed to FEMA or other



agencies for funding and reimbursement. A documentation team will be assembled from representatives of quality control and accounting. This team will assist the County throughout the invoicing and reimbursement process long after the work has been completed.

Reimbursement Assistance

Ceres is trained and experienced in providing the necessary documentation and assistance toward the preparation of reimbursement claims (Project Worksheets) for the County. If needed, Ceres will provide the County with turnkey services or guidance and technical assistance to ensure proper preparation and submittal of claims for reimbursement and other available funding. Ceres' careful attention to documentation and strict quality control procedures will aid in the acceptance of a claim for reimbursement.

Throughout Ceres' history, no governing entity has been denied reimbursement for work Ceres has performed.

Program Management Assistance

Ceres is experienced and trained to provide all of the following services to the County:

- Project Worksheet (PW) writing
- Assistance with estimating debris volumes for Initial Damage Assessment (IDA) report
- Expenditures eligible for reimbursement
- Recovery Process Documentation
- Recovery Process Oversight
- Review of records system for applicability to federal and state requirements
- Orientation and training of County personnel on documentation requirements
- Claim documentation

Project Closeout

A final report will be submitted to the County upon project closeout. Ceres will prepare and submit a detailed description of all debris management activities including total volume of debris by type, final disposal locations and amounts of debris delivered to each, and total cost of the project invoiced to the County. Ceres will also supply additional information upon request of the County and understands that final project reconciliation must be approved by the County.

Debris Training Program Description

This section discusses the training requirements for all Ceres employees regarding Debris Removal and TDSRS Management, known as "Debris Training."

The Project Manager or his designee is responsible for the following:

- Implement and administer initial and refresher training programs.
- Determine the appropriate facility-specific training and/or orientation/briefing needed for each employee.
- Ensure employees attend required facility specific training and/or orientation/briefing.
- Ensure employees are assigned positions for which they have received training and/or orientation/briefing.

Project First Line Managers/Foremen are responsible for the following:

- Determine the appropriate facility specific training needed for each employee.
- Ensure employees are only assigned positions for which they have been trained or orientated/briefed, as applicable.

Initial Training Requirements

There are no educational or experience entry requirements for Debris Training. Comprehension of the English language is required to attend the Debris Training. Comprehension is validated by the successful completion of this training program.

The first step in Debris Training is the designation of an employee as a Debris employee.

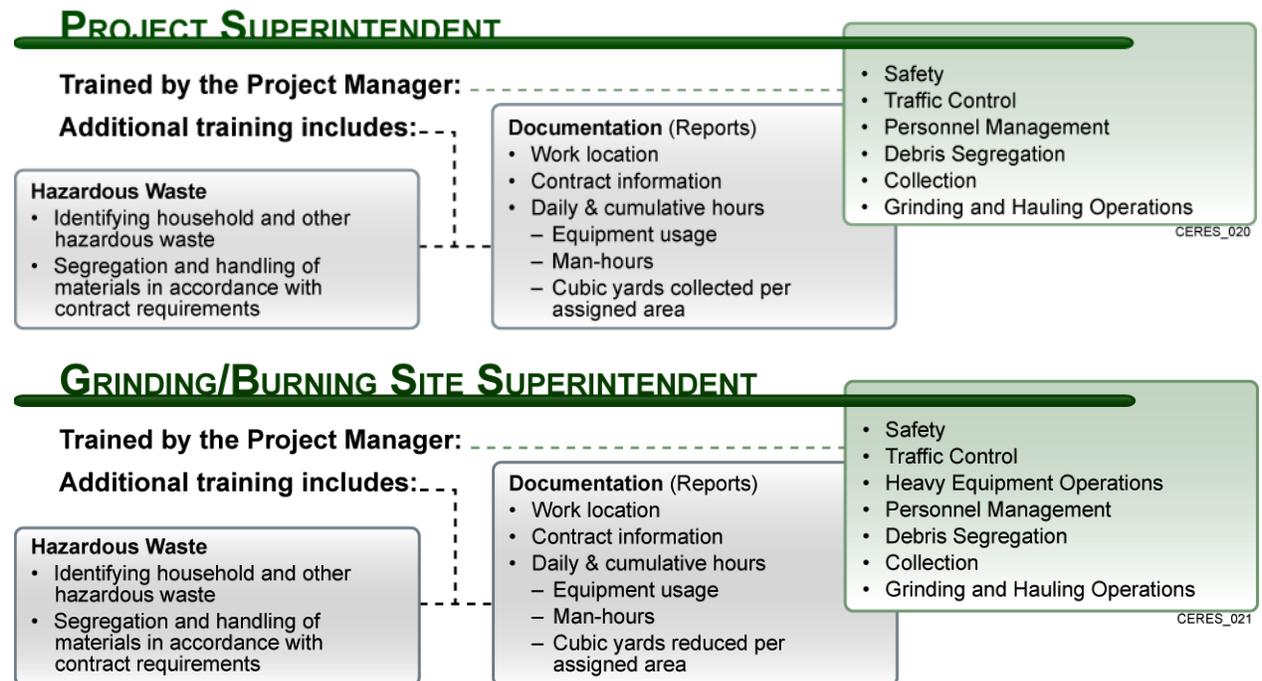
Training Program Description

The Initial Debris Training Courses uses a qualification card that includes a required 90-minute training session that covers review of the FEMA Debris Management training book E/G202, Units 7 and 8 (respectively “Debris Management Site Evaluation and Operation” and “Debris Monitoring”) and an initial safety indoctrination.

Debris Training must be completed prior to assignment and at least every two years thereafter. After the initial 90-minute training/orientation, further project-specific training is conducted by the employee’s immediate supervisor and is conducted on-the-job.

Facility specific training will be conducted regarding the TDSR Site. Topics will include: Fire Prevention, Spill Prevention, Hazardous Materials Handling, Safe Operation of Heavy Equipment, Personal Protective Equipment, and Activity Hazard Analysis training.

Job Descriptions that require specific training are as follows:



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Trained by the Project Manager or Site Superintendent: -----

- Safety
- Traffic Control
- Heavy Equipment Operations
- Personnel Management
- Debris Segregation
- Collection
- Grinding and Hauling Operations

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CREW LEADER, TRUCK DRIVER, OPERATOR, LABORER

Pre-skilled in functional areas, Separate training and evaluation

Additional project specific training includes: -----

- Safety
- Traffic Control
- Heavy Equipment Operations
- Personnel Management
- Debris Segregation
- Collection
- Grinding and Hauling Operations

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Potential Scenarios

Ceres is expert in quick-response service, as evidenced in a letter from the Superintendent of Public Works of Elizabethtown, Kentucky following a storm debris removal project:

“...Your representatives and employees were cooperative and responsive to our suggestions and requests regarding the progress of the cleanup. **Our town was cleaned up in an amazingly short time and our residents were very thankful.**”

Ceres is also expert in high-volume projects, as shown by our 2008 Hurricane Gustav response in the City/Parish of Baton Rouge. Our daily production grew to 92,000 cubic yards in ten days, and we cleaned up half of the City/Parish's debris in the first two weeks of the project, while meeting the City/Parish's schedule for the last day of the work.

Ceres is accomplished in all aspects of the work described in the RFP. Some of those tasks are performed in every project, while other activities are performed only in worst case scenarios. Whether Ceres is tasked with the smallest event or the most catastrophic, Ceres has performed a similar-sized project.



As the severity of an event increases, the physical scope of work of a project will grow. A major event will require a wider variety of services, and it will also require a more complex response with a corresponding higher level of management attention. All projects, from an Event Type 1: Spot Job – Localized, or large such as Event Type 7: Catastrophic Event – Total Management –County-wide will require some basic services including debris loading and hauling. The physical actions of loading debris, cutting trees, hauling debris, reducing debris, managing and closing out a site are similar on small and large events. The larger events also may require additional services including life support (water, ice, food), and as mentioned, the logistics and management abilities required on a larger event are at a higher level. Ceres is qualified to handle all events, large and small, as shown by our successful operations in each of the 95

FEMA-reimbursed projects we have managed, whether Ceres handled over 13 million cubic yards of debris or less than 10,000 cubic yards of debris.

The estimated cubic yards listed below are general estimates, and are for debris in Sumter County only (although the total regional storm-generated debris would be higher). Likewise, projected equipment usage is given as a general estimate. Graphical displays of approximated past performance on similar sized projects are given as a reference.

The following pages describe 7 projected scenarios and detail projected quantities and production rates. Graphs of hauling production in cubic yards on previous projects performed by Ceres illustrate Ceres' ability to perform each scope of work in each scenario. The graphs are rough illustrations of vegetative and construction and demolition debris and may use rounded numbers. The graphs generally do not include stumps, white goods, and other types of materials. Severe one-day drops in production usually indicate a "weather day" of zero hauling for safety reasons.

It is important to note that production rates vary for several reasons. In many cases, the rate of hauling is determined by how quickly citizens bring debris from private property to the curbside. In some cases, such as in Kansas City, the City preferred very quick production. In other cases, the local government wanted Ceres' hauling crews to stay on the job for an extended time even though production was low, because the citizenry needed time to bring debris to the curbside.

Production rates in an event in Sumter County will vary depending on the actual storm event and physical conditions, and also depending on the County's wishes, which may relate to how quickly residents can bring material out of their yards to the curbside. Generally, Ceres has the capacity to perform more rapidly than is preferred by the local government.

Event Type: 1

Spot Jobs – Localized

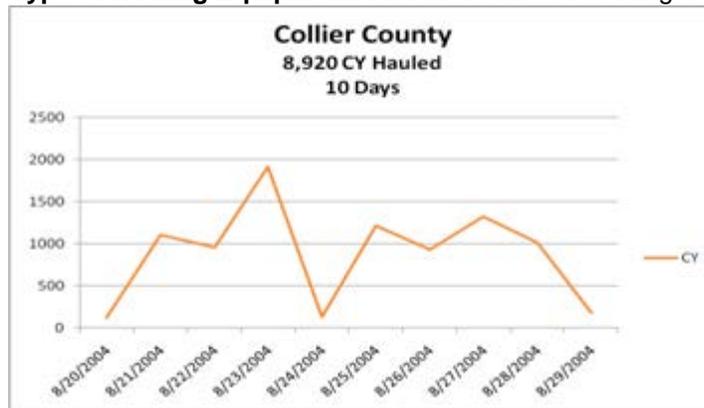
Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Number of TDSR Sites: Maximum of 1, no reduction

Location of TDSR Sites: To be determined

Size of TDSR Sites: 1 acre or more

Type of Hauling Equipment: Knuckleboom self-loading trucks, dump trucks/trailers



Total Expected Cubic Yards of Debris: less than 10,000 CY

Quantity of Hauling Equipment: Ten trucks or less

Time elapsed from Notice to Proceed to first arrival onsite of equipment: 1 hour

Time elapsed from Notice to Proceed to complete mobilization: 100% in 24 hours

Expected Management and Supervision Staff: 1 project manager, 1 or 2 foremen, 1 project accountant

Methodology for Scheduling and Routing the Removal of Debris: Ceres would provide one or more crews

consisting of a chain saw crew with flaggers and self loading knuckleboom trucks. A bobcat type loader may also be used. The crew would be supervised by a foreman who would interface with the County field representative, and a Ceres project manager would supervise the foreman and interface with the County administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

Ceres will haul the debris to a TDSR site where it will be reduced by compaction ("walking" on the debris with tracked heavy equipment) and then transfer it to a recycling yard for grinding and conversion to mulch for recycling, or other method acceptable to the County.

Administration: All trucks would be placarded and certified by Ceres and County personnel, and each load would be ticketed by a County-authorized monitor. All loads will pass under an inspection tower and

will be “scaled” or “called” by a County-authorized monitor and the load call will be recorded on the load ticket.

Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects.

Daily reports will be issued by Ceres stating the amounts of debris hauled the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the County.

Ceres, with the County’s prior approval, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

Event Type: 2

Small Event – Widespread or County-wide

Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Number of TDSR Sites: up to 1

Location of TDSR Sites: To be determined

Size of TDSR Sites: 5 to 10 acres

Type of Hauling Equipment: Self-loading knuckleboom trucks, dump trucks/trailers

Total Expected Cubic Yards of Debris: up to 30,000 CY

Quantity of Hauling Equipment: up to 3 crews with a total of up to 12 trucks and 2 bobcats

Time elapsed from Notice to Proceed to first arrival onsite of equipment: 1 hour

Time elapsed from Notice to Proceed to complete mobilization: 100% in 24 hours

Expected Management and Supervision Staff: 1 project manager, 1 superintendent, 1 foreman, 1 project accountant

Methodology for Scheduling and Routing the Removal of Debris: Ceres would provide two or three crews consisting of self loading knuckleboom trucks with flaggers and chain saw operators. Bobcat type

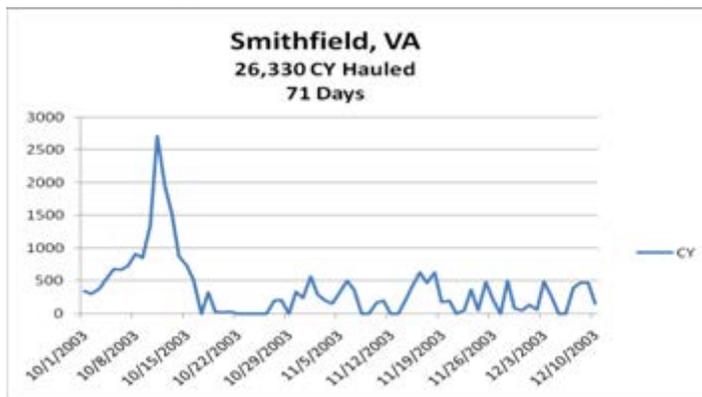
loaders would likely be used to forward material into larger piles for efficient pickup by self loading knuckleboom trucks. Each crew would be supervised by a lead man, and all crews would be supervised by a superintendent who would interface with the County field representative. A Temporary Debris Storage and Reduction Site (TDSRS) will be established, a Ceres site manager will be installed who will manage the site operations, which would likely include a dozer, an excavator with grapple, a tub grinder or air curtain incinerator and dump trucks to haul out reduced debris

(ash or wood chips). A Ceres project manager would supervise the superintendent and TDSRS site manager, and will supervise site restoration. The Ceres project manager will also interface with the County administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres’ expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

Ceres will haul the debris to a TDSR site where it will be reduced by grinding and then transferred by “live floor” or “walking floor” trucks with approximately 90 cubic yard capacity to a recycling yard for grinding and conversion to mulch for recycling, or other method acceptable to the County.

Administration: All trucks would be placarded and certified by Ceres and County personnel, and each load would be ticketed by a County-authorized monitor. All loads will pass under an inspection tower and will be “scaled” or “called” by a County-authorized monitor and the load call will be recorded on the load ticket.

Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects. Daily reports will be issued by Ceres stating the amounts of debris hauled the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the County.



Ceres, with the County's prior approval, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

Event Type: 3

Significant Event – Removal, Reduction, Hauling – Woody Debris Only – Widespread or County-wide

Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Number of TDSR Sites: 2 or 3

Location of TDSR Sites: To be determined

Size of TDSR Sites: 5 to 15 acres

Type of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers, other

Total Expected Cubic Yards of Debris: up to 400,000 CY

Quantity of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers, approximately 8 crews with approximately 46 trucks total.

Time elapsed from Notice to Proceed to first arrival onsite of equipment: 1 hour

Time elapsed from Notice to Proceed to complete mobilization: 50% in 24 hours, 100% in 48 hours

Expected Management and Supervision Staff: General Management: 1 project manager, 1 site superintendent, 1 project superintendent, 2 foremen, 1 quality control officer, 1 administrator, 1 clerk, 1 subcontracting officer, 1 safety and health officer; plus Expected Personnel per TDSR Site: 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 5 to 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 1 to 5 additional laborers for segregation and other material handling

Methodology for Scheduling and Routing the Removal of Debris: Ceres would provide several crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by self loading knuckleboom trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the County field representative. A Ceres site manager will be installed who will manage the TDSR site operations, which would



likely include a tub grinder or air curtain incinerator, a dozer, an excavator with grapple and dump trucks to load out. A Ceres project manager would supervise the superintendent and TDSRS site manager, and will supervise site restoration. The Ceres project manager will also interface with the County administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

Administration: All trucks would be placarded and certified by Ceres and County personnel, and each load would be ticketed by a County-authorized monitor. All loads will pass under an inspection tower and will be "scaled" or "called" by a County-authorized monitor and the load call will be recorded on the load ticket.

Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects.

Daily reports will be issued by Ceres stating the amounts of debris hauled, the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the County.

Ceres, with the prior approval of the County, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

Event Type: 4

Significant Event – Removal, Reduction, Hauling, and Separating – Mixed Debris – Widespread or County-wide

Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Number of TDSR Sites: 3 to 5

Location of TDSR Sites: To be determined

Size of TDSR Sites: 5 to 20 acres

Type of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers

Total Expected Cubic Yards of Debris: up to 775,000 CY

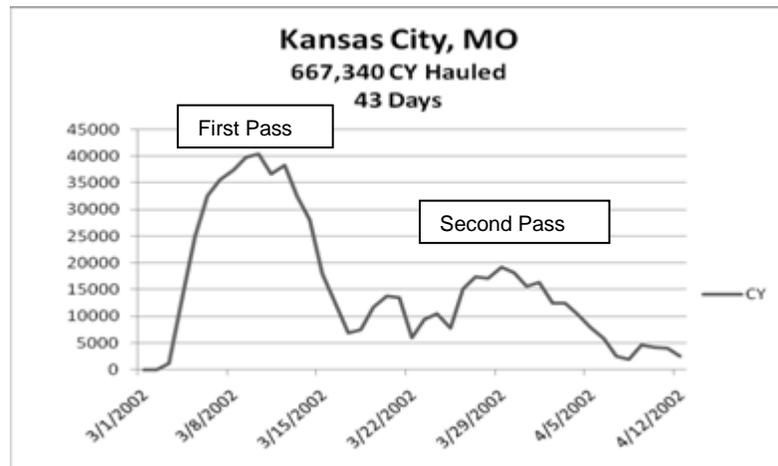
Quantity of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers, approximately 12 crews with approximately 63 trucks

Time elapsed from Notice to Proceed to first arrival onsite of equipment: 1 hour

Time elapsed from Notice to Proceed to complete mobilization: 50% in 24 hours, 100% in 48 hours

Expected Management and Supervision Staff: General Management: 1 project manager, 1 site superintendent(s), 1 project superintendent, 3 zone managers, 5 foremen, 1 administrator, 1 accountant, 1 quality control officer, 1 clerk, 1 subcontracting officer, 1 safety and health officer, 1 public relations officer; **plus Expected Personnel per TDSR Site:** 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 5 to 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 1 to 5 additional laborers for segregation and other material handling

Methodology for Scheduling and Routing the Removal of Debris: Ceres would provide several crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by knuckleboom self loading trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the County field representative. A Ceres site manager will be installed who will manage the TDSR site operations, which would likely include a tub grinder or air curtain incinerator, a dozer, an excavator with grapple



and dump trucks to load out. A Ceres project manager would supervise the superintendent and TDSRS site manager, and will supervise site restoration. The Ceres project manager will also interface with the County administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues. The project manager together with the project superintendent would interface daily with County representatives to review the previous day's progress and would assign streets and geographic territories to crews based on previous progress and input from County representatives.

Administration: All trucks would be placarded and certified by Ceres and County personnel, and each load would be ticketed by a County-authorized monitor. All loads will pass under an inspection tower and will be "scaled" or "called" by a County-authorized monitor and the load call will be recorded on the load ticket.

Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects.

Daily reports will be issued by Ceres stating the amounts of debris hauled, the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the County.

Ceres, with the County's prior approval, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

Event Type: 5

Catastrophic Event – Removal, Reduction, Hauling, and Separating – Mixed Debris –County-wide

Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Number of TDSR Sites: 4 to 6

Location of TDSR Sites: To be determined

Size of TDSR Sites: 5 to 20 acres

Type of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers

Total Expected Cubic Yards of Debris: up to 1,500,000 CY

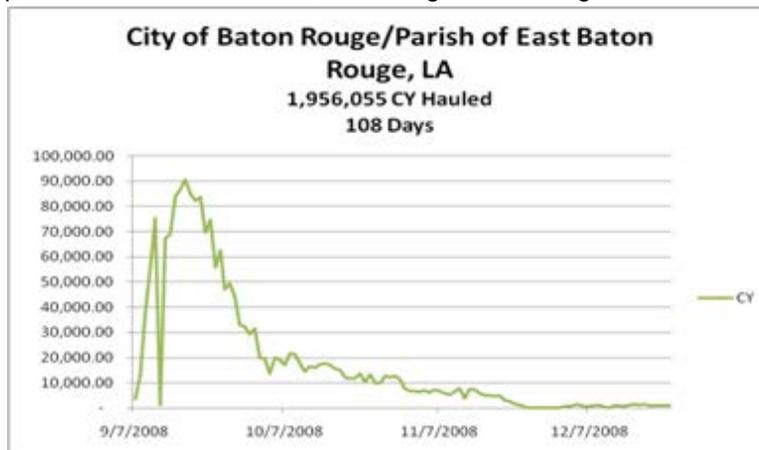
Quantity of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers, approximately 32 crews with approximately 87 trucks

Time elapsed from Notice to Proceed to first arrival onsite of equipment: 1 hour

Time elapsed from Notice to Proceed to complete mobilization: 25% in 24 hours, 50% in 48 hours, 100% in 72 hours

Expected Management and Supervision Staff: General Management: 1 project manager, 1 project superintendent, 4 site superintendents/zone managers, 10 foreman, 1 FEMA/County liaison, 1 quality control officer, 1 administrator with 3 clerks, 1 subcontracting officer, 1 safety and health officer, 1 accountant; **plus Expected Personnel per TDSR Site:** 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 5 to 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 1 to 5 additional laborers for segregation and other material handling

Methodology for Scheduling and Routing the Removal of Debris: Ceres would provide crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling



equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient pickup by self loading knuckleboom trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the County field representative. A Ceres site manager will be installed who will manage the TDSR site operations, which would likely include a tub grinder or air curtain incinerator, a dozer, an excavator with grapple and

dump trucks to load out. A Ceres project manager would supervise the superintendent and TDSRS site manager, and will supervise site restoration. The Ceres project manager will also interface with the County administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues.

The project manager together with the project superintendent would interface daily with County representatives to review the previous day's progress and would assign streets and geographic territories to crews based on previous progress and input from County representatives.

Administration: All trucks would be placarded and certified by Ceres and County personnel, and each load would be ticketed by a County-authorized monitor. All loads will pass under an inspection tower and will be "scaled" or "called" by a County-authorized monitor and the load call will be recorded on the load ticket.

Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects.

Daily reports will be issued by Ceres stating the amounts of debris hauled, the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the County.

Ceres, with the County's prior approval, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

Event Type: 6

Catastrophic Event – Site Management – County-wide

Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Number of TDSR Sites: 4 to 6

Location of TDSR Sites: To be determined

Size of TDSR Sites: 5 to 20+ acres (possible site layout illustrated below)

Total expected cubic yards of debris to process and document: 1,304,369 (see table above)

Time elapsed from Notice to Proceed to first arrival onsite of equipment: 1 hour

Time elapsed from Notice to Proceed to complete mobilization: 25% in 24 hours, 50% in 48 hours, 75% in 72 hours, 100% in 96 hours

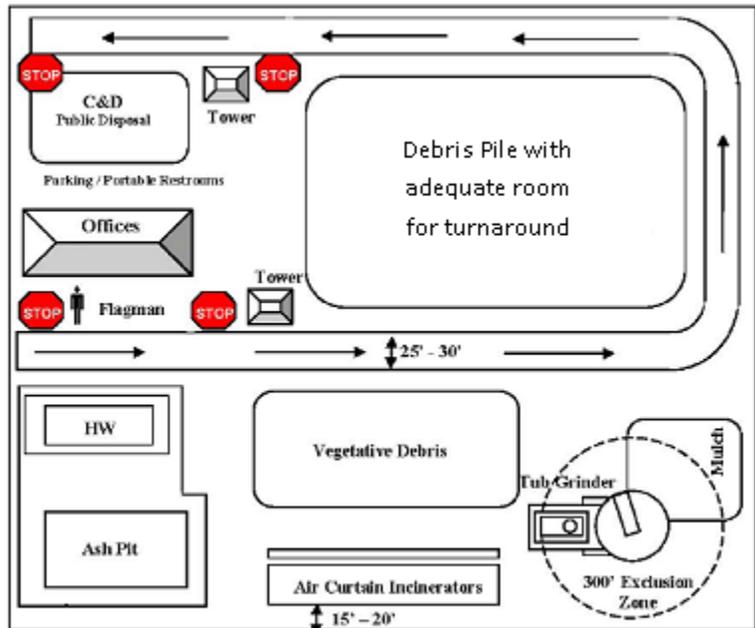
Expected Management and Supervision Staff: General Management personnel: 1 project manager,

1 assistant project manager, 1 project superintendent, 1 assistant project superintendent, 1 FEMA/County liaison, 1 quality control officer, 1 administrator with 1 clerk, 1 subcontracting officer, 1 safety and health officer, 1 accountant with 2 clerks and data entry personnel as required; **Expected personnel per TDSR Site:** 1 TDSR Site Manager, 1 foreman with truck and cell phone, 1 assistant foreman, 7 or 8 heavy equipment operators, 2 to 4 flaggers for traffic control, 3 to 5 additional laborers for segregation and other material handling

Quantity of equipment per site: 1 grinder, 2 excavators and/or backhoes with grapples, 1 dozer, 1 wheel loader with rake, 1 wheel loader with bucket, 1 maintenance truck, 1 water truck for fire suppression, 1 to 2 inspection towers, 1 hazardous materials containment area.

Methodology for accepting and measuring of debris: Inspection – From the constructed tower, the County's designated monitor will determine the capacity of the truck and estimated load volume (percent capacity), and evaluate the load for contaminants requiring segregation. The monitor will instruct the driver regarding the appropriate dump location at the site and will verify the truck is completely empty following dumping. The monitor will complete the load ticket presented for each load delivered to the site. Unloading - After inspection, the material will be forwarded to the tipping area supported by a wheel loader with rake and laborers. The laborers will inspect the debris and remove any contaminants. Contaminants that are hazardous will be handled by the hazardous toxic waste specialist, staged in the hazmat containment area, and disposed of in accordance with federal, state, and local requirements. Other contaminants, such as metal, will be segregated accordingly.

Segregation - While vegetative debris is generally the most voluminous debris stream, due to the nature of the storm, material segregation is frequently required in order to properly and efficiently process the debris. Collection crews will segregate grindable (vegetative) debris from non-grindable debris to the



maximum extent possible during collection and loading operations. These loads, which may contain debris ranging from white goods, household hazardous waste (HHW), e-waste, and other materials, will be segregated and sorted either manually or mechanically to remove the contaminants and then moved to the appropriately lined/fenced areas at the TDSRS.

Reduction - A wheel loader with rake will push material to the excavators and backhoes for loading material into the grinder. If the mulch produced from grinding is to remain on site for more than four weeks, the mulch piles will then be stacked no higher than 12 feet to minimize the potential for spontaneous combustion. Grinders will operate a safe distance from all other areas of the site to eliminate risk of injury from projectile debris from the grinder. The Dust Control plan will be implemented to ensure dust from the grinder does not impact the adjacent properties. All equipment in the vicinity of the grinders will be equipped with fully-enclosed cabs. If burning is allowed, the debris, once piled in the vicinity of the burn pit area, will be fed into the Air Curtain Incinerator in such a manner as to promote complete combustion. The backhoe will also set aside for forwarding any material that would process more efficiently in a chipper/grinder, such as large diameter logs or stumps. The Air Curtain will be operated at least 100 feet from any stockpile of debris and at least 1,000 feet from any occupied structure.

Final Disposal - Once debris measurement and processing operations are complete, the segregates non-grindables will be recycled to the maximum extent possible. Metals and concrete will be baled, crushed, or otherwise processed for transport to recycling facilities. Clean that has been processed into mulch will be loaded into live bottom or similar hauling vehicles for delivery to the final disposal location. Mulch will be applied or disposed of at a site(s) approved by the County, as appropriate. The handling of incinerator ash material will comply with all federal, state, and local laws and regulations.

Site Closure - The Site Restoration and Environmental Survey Plan will ensure that restoration of the site will meet the owner's requirements and local regulations. In addition to site cleanup and removal of all debris, the site will be returned to its pre-storm condition or better via providing sufficient ground cover, grading, and seeding as necessary. An outside independent party may be employed to conduct a post utilization environmental survey in order to ensure satisfactory site conditions. Site closure is normally accomplished within 30 days of receipt of the last load of disaster related debris.

Event Type: 7

Catastrophic Event – Total Management – County-wide

Ceres Headquarters Office Location: Sarasota, Florida permanent office with mobile Sumter County office

Total management would effectively combine the two above Catastrophic Events Types: 5 – Removal, reduction, hauling, and separating mixed debris along with 6 – Site Management

Number of TDSR Sites: 6 to 8

Location of TDSR Sites: To be determined

Size of TDSR Sites: 5 to 20+ acres

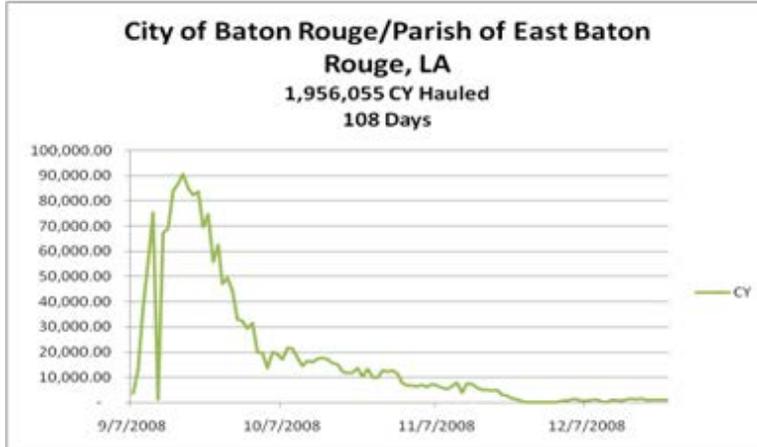
Type of Equipment: Self loading knuckleboom trucks, dump trucks/trailers for the ROW/ROE loading and hauling to the temporary sites; and grinders, excavators and/or backhoes with grapples, wheel loader with rake, wheel loader with bucket, maintenance truck, water truck for fire suppression, debris inspection towers, and hazardous materials containment area for site management

Total Expected Cubic Yards of Debris: up to 2,300,000 CY

Quantity of Hauling Equipment: Self loading knuckleboom trucks, dump trucks/trailers, approximately 75 crews with approximately 209 trucks

Expected Management and Supervision Staff: General Management: Countywide (per site personnel listed separately below): 1 project manager, 1 assistant project manager, 6 to 8 site superintendent(s), 1 project superintendent, 1 assistant project superintendent, 12 to 18 foreman, 1 FEMA/County liaison, 1 administrator with 4 clerks, 1 quality control officer, 1 safety and health officer, 1 public relations officer, 1 accountant with 1 clerk; **For each TDSR Site, listed as follows:** 1 site manager, 1 assistant site manager, 2 foremen, 1 lead man, 5 to 8 heavy equipment operators, 3 to 6 flaggers for traffic control, 3 to 5 additional laborers for segregation and other material handling per each TDSR site.

Methodology for Scheduling and Routing the Removal of Debris: Ceres would provide crews consisting of trucks, loaders, chain saw operators, and flaggers. Trucks and loading equipment would be provided with each crew, including self-loading knuckleboom trucks and other loading and hauling equipment. Bobcat type loaders would likely be used to forward material into larger piles for efficient



pickup by knuckleboom self loading trucks. Each crew would be supervised by a lead man, and each crew would be supervised by a foreman who would report to the Ceres superintendent who would interface with the County field representative. A Ceres site manager will be installed who will manage the TDSR site operations. Operations at the various TDSR sites would be congruent with the method of operations as listed above, from site inception, preparation, debris acceptance, segregation, processing,

haul out, and site closure. A Ceres project manager would supervise the superintendent and TDSRS site manager, and will supervise site restoration. The Ceres project manager will also interface with the County administrators to assist with FEMA reimbursement including writing the Project Worksheet. Ceres' expert FEMA reimbursement staff would be available to assist further with FEMA reimbursement issues. The project manager together with the project superintendent would interface daily with County representatives to review the previous day's progress and would assign streets and geographic territories to crews based on previous progress and input from County representatives.

Administration: All trucks would be placarded and certified by Ceres and County personnel, and each load would be ticketed by a County-authorized monitor. All loads will pass under an inspection tower and will be "scaled" or "called" by a County authorized monitor and the load call will be recorded on the load ticket.

Ceres will use its proprietary load ticket software that has been successfully used for twelve years on FEMA-reimbursed projects.

Daily reports will be issued by Ceres stating the amounts of debris hauled, the types of debris, and the zones from which the debris originated. Additional information will be provided by Ceres as requested by the County.

Ceres, with the County's prior approval, will make available updates to citizens through internet access, including information on which areas have been cleared, and the proposed schedule for future clearing of debris.

2.5.1 Past Performance

Ceres Environmental Services, Inc. has been working actively in the disaster recovery business since our founding in 1976, completing 95 FEMA-reimbursed projects. Below is a selection of our past performance; additional details on our past performance are available upon request.

Owner	Location	Title of Work	Value	Time Period	Description
Town of Brookfield	Brookfield, CT	Removal, Reduction & Disposal of FEMA-Eligible Debris resulting from Winter Storm Alfred	\$670,604.10	November - December 2011	Removed and hauled vegetative debris to DMS. Managed DMS, including debris already existing at site. Ground existing and new debris and disposed at approved landfill.
Town of Simsbury	Simsbury, CT	Removal, Reduction & Disposal of FEMA-Eligible Debris resulting from Winter Storm Alfred	\$3,152,644.53	November - December 2011	Removed and hauled vegetative debris to DMS. Removed leaning trees. Managed DMS. Ground debris and disposed at approved landfill.
U.S. Army Corps of Engineers	Ward County, ND	Removal of Emergency Levees	\$1,080,322.20	August - September 2011	Provided all labor, equipment and materials for proper removal of emergency levees, rock and rubble and removal and disposal of sandbags and Hesco Bastions. Structures were constructed during the spring 2011 flood fight in Ward County.
U.S. Army Corps of Engineers	Minot, ND	Removal of Emergency Levees	\$3,092,680.80	August - September 2011	Provided all labor, equipment and materials for removal and proper disposal of emergency levees and associated materials from Reach 1, Reach 2, Reach 3 and three public schools. Levees were constructed during spring 2011 flood fight in Minot, ND.
Isle of Wight County	Isle of Wight County, VA	Hurricane Irene Debris Removal	\$31,716.65	August - September 2011	Storm Debris Removal, Reduction, and Site Management
City of Greenville	Greenville, NC	Hurricane Irene Response and Recovery Efforts	\$998,911.57	August - October 2011	Performed debris removal and disposal and tree and limb trimming on City rights-of-way. Removed 71 trees, 2,111 hangers, and 113,512.3 CY of debris from Hurricane Irene.
U.S. Army Corps of Engineers	Lawrence and Limestone Counties, AL	Debris Removal and Reduction for the affected areas for the 2011 Alabama Spring Tornadoes	\$2,452,318.18	June - August 2011	Private Property Debris removal of vegetative, C&D, and stumps from properties in Lawrence and Limestone Counties, AL. Removed 108,000 CY of vegetative and C&D debris and 306 stumps.
City of Leeds	Leeds, AL	Debris Removal Services following the April 2011 tornadoes	\$83,040.00	June - July 2011	Removal and hauling of tornado debris from right-of-ways in Leeds, AL. Removed 2,693 CY of debris and trimmed 51 trees.
Jefferson County, AL	Jefferson County, AL	Tornado Debris Removal, Reduction and Disposal Services	\$14,575,176.00	May - July 2011	Removal and hauling of tornado debris from right-of-ways in Jefferson County, Vestavia Hills, Warrior, Mountain Brook, and Pleasant Grove. Reduce debris at TDSRSs and haul to approved final disposal sites. Removed and processed 1,191,553 CY of debris. Employed 27 local and small-business subcontractors and vendors.
City of Jasper	Jasper, AL	Tornado Debris Removal and Disposal Services	\$668,941.00	April - July 2011	Performed 70-hour push and vegetative debris removal from right-of-ways in the City of Jasper, Alabama.

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Owner	Location	Title of Work	Value	Time Period	Description
International Organization for Migration	Haiti	Haiti Assessment Project	\$487,280.10	March 2010 - May 2010	Under this contract, 250 local Haitian citizens worked to perform surveys of camps in Haiti for the population displaced by the earthquake. Surveys were transmitted to our offices in the US for entry into a custom database. That data was then added to online maps of the camps. The maps also included embedded reports on the existing conditions in them.
International Organization for Migration	Haiti	Haiti Registration Project	\$55,763.45	February 2010 - June 2010	After a camp was surveyed under the assessment project, families in each camp were registered so population figures for each camp could be produced. Information was gathered about the families' former place of residence to enable prioritization of the cleanup process
Commonwealth of Kentucky	Hardin and Livingston Counties, KY	Ice Storm Debris Removal and Disposal	\$1,800,000.00	February 2009 – May 2009	Trim, load, and haul vegetative ice storm debris from rights-of-way in two Kentucky counties, Hardin and Livingston. Deliver debris to approved dump-site.
City of Lake Jackson, TX	Lake Jackson, TX	Grinding of Hurricane Ike Vegetative Debris	\$157,600.00	January 2009 – February 2009	Grinding of Hurricane Ike vegetative debris at City TDSR site and final disposal.
U.S. Army Corps of Engineers	Vermilion Parish, LA	Hurricane Ike Debris Removal and Disposal	\$649,000.00	October 2008 – November 2008	Load and haul hurricane debris from Parish right-of-ways. Load and haul white goods and tires. Deliver debris to approved dump-site.
Chambers County, TX	Chambers County, TX	Hurricane Ike Debris Removal and Disposal	\$8,450,673.00	September 2008 – November 2008	Load and haul hurricane debris from County right-of-ways and collection sites. Trim or remove leaning trees, hanging limbs, and hazardous stumps. Load and haul white goods. Deliver debris to approved dump-site. Provide meals and base camps for County staff.
U.S. Army Corps of Engineers	Galveston, Harris and Chambers Counties, Texas	Hurricane Ike Debris Management Services	\$3,566,179.00	September 2008 – October 2008	Clear roadways for emergency vehicle access. Load and haul hurricane debris from area right-of-ways. Deliver debris to approved dump-site.
City of Baton Rouge / East Baton Rouge Parish	Baton Rouge, LA	Hurricane Gustav Debris Removal	\$17,986,892.00	September 2008 – December 2008	Load and haul hurricane debris from City and Parish right-of-ways. Trim or remove leaning trees, hanging limbs, and hazardous stumps. Deliver debris to approved dump-site.
Jefferson Parish	Jefferson Parish, LA	Hurricane Gustav Debris Hauling and Removal	\$1,600,000.00	September 2008 – February 2009	Load and haul hurricane debris from Parish right-of-ways, including the cities of Lafitte, Grand Isle, Barataria, and Crown Point. Trim or remove leaning trees, hanging limbs, and hazardous stumps. Deliver debris to approved dump-site.
Cameron County	Cameron County, TX	Hurricane Dolly Debris Removal and Disposal	\$5,168,366.00	July 2008 – September 2008	Load and haul hurricane debris from County right-of-ways. Deliver debris to Temporary Debris Staging and Reduction Site (TDSRS). Reduce debris by burning.

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Owner	Location	Title of Work	Value	Time Period	Description
City of Waterloo	Waterloo, IA	Flood Debris Removal and Disposal	\$182,080.00	June 2008 – July 2008	Load, haul, and dispose of all flood debris, white goods, household hazardous waste, and sandbags from City right-of ways-and avenues.
City of Broken Arrow	Broken Arrow, OK	Dec 2007 Ice Storm Hauling	\$6,765.00	May-08	Hauling of storm debris from December 2007 ice storm to disposal site.
City of Broken Arrow	Broken Arrow	Debris Hauling resulting from a winter storm	\$55,539.00	March-08	Hauling of storm debris from December 2007 ice storm to disposal site.
City of Broken Arrow	Broken Arrow	Debris Hauling resulting from a winter storm	\$53,954.09	February 2008 - March 2008	Hauling of storm debris from December 2007 ice storm to disposal site.
City of Broken Arrow	Broken Arrow	Debris Hauling resulting from a winter storm	\$8,994.98	January-08	Hauling of storm debris from December 2007 ice storm to disposal site.
City of Nichols Hills	Nichols Hills, OK	Ice Storm Debris Removal and Disposal	\$32,102.00	December 2007 – January 2008	Load and haul ice storm debris from City right-of-ways. Deliver debris to final disposal site.
Town of Lady Lake	Lady Lake, FL	Tornado Response, Debris Clearing, Hauling and Tree Trimming	\$67,419.00	February 2007	Load and haul tornado debris from Town right-of-ways. Deliver debris to final disposal site.
City of Republic	City of Republic, MO	Cut & Push	\$7,431.25	January-07	Ice storm debris initial 70-hour cut and push. Included cutting, trimming and removing overhanging tree limbs and other clean woody debris to the edge of pavement or back of curb; cutting necessary to obtain a clear vertical height of 16'. Work area was within the City limits of Republic street right-of-ways.
U.S. Army Corps of Engineers	Lake Ponchartrain, New Orleans	Levee Repair - Lake Ponchartrain, New Orleans	\$6,279,516.45	January 2007 - June 2007	Emergency Levee Repairs to Lake Ponchartrain levee and vicinity. Followed specifications to rebuild embankments under strict time schedule to protect the large civilian population. Work included raising the elevation of the levee by four feet, achieving the deadline while accomplishing all aspects of the projects: buying the fill dirt, permitting the site, excavating, trucking and delivery, and placing and grading using GPS-equipped dozers.
LADOT	Washington Parish	Debris Removal and Disposal	\$98,100.00	October 2006 - December 2006	District 62 Debris removal, reduction and disposal on various routes in Washington Parish.
LADOT	St. Tammany Parish	Debris Removal, Reduction and Disposal	\$83,100.00	August-06	ROW vegetative, C&D, white goods, and hazardous waste hauling along various routes in St. Tammany Parish.
U.S. Army Corps of Engineers	Plaquemines Parish, LA	Levee Repair - Scarsdale	\$14,500,000.00	June 2006 - August 2007	Emergency levee repairs to USACE specifications. Work included raising the elevation of the levee by four feet, achieving the deadline while accomplishing all aspects of the projects: buying the fill dirt, permitting the site, excavating, trucking and delivery, and placing and grading using GPS-equipped dozers.

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Owner	Location	Title of Work	Value	Time Period	Description
U.S. Army Corps of Engineers	Lake Ponchartrain, New Orleans	Levee Repair - Lake Ponchartrain, New Orleans	\$5,090,064.24	January 2006 - May 2006	Emergency Levee Repairs to Lake Ponchartrain levee and vicinity. Followed specifications to rebuild embankments under strict time schedule to protect the large civilian population. Work included raising the elevation of the levee by four feet, achieving the deadline while accomplishing all aspects of the projects: buying the fill dirt, permitting the site, excavating, trucking and delivery, and placing and grading using GPS-equipped dozers.
U.S. Army Corps of Engineers	Florida (2 counties)	Emergency Temporary Roofing	\$2,471,425.00	October 2005 - February 2006	Following Hurricane Wilma, Ceres installed temporary roofs in Miami-Dade and Monroe counties. Ceres received a "very good" rating from the Corps while maintaining its record of no serious injuries and no lost time injuries in its roofing projects.
City of Palm Beach Gardens	Palm Beach Gardens, FL	Hurricane Wilma Debris Removal and Reduction	\$1,549,239.00	October 2005 - February 2006	Load and haul hurricane debris from City right-of-ways. Deliver debris to Temporary Debris Staging and Reduction Site (TDSRS). Reduce debris by grinding.
City of Brooklyn Park	City of Brooklyn Park	Storm Debris Hauling	\$120,000.00	September 2005 - November 2005	Storm Debris Hauling
U.S. Army Corps of Engineers	Louisiana (11 Parishes)	Hurricane Katrina Debris Haul, Reduction, & Disposal	\$449,313,380.23	September 2005 - September 2007	Various tasks for hurricane recovery including: Load and haul hurricane debris from City right-of-ways, load and haul debris from private property, manage TDSRS sites, reduce debris by grinding/chipping, reduce debris by burning, trim and remove hazardous trees and limbs, remove and recycle Freon, recycle white goods, remove hazardous materials, demolish damaged properties. Ceres received an "Outstanding" evaluation from the U.S. Army Corps of Engineers for its work in Louisiana after Katrina.
City of Biloxi	Biloxi, MS	Hurricane Katrina Debris Clearance, Collection, Reduction and Disposal	\$4,528,014.00	September 2005 - January 2006	Following Hurricane Katrina, Ceres was selected as one of three contractors to collect, load and hauled debris from the City's rights of way. Ceres crews completed their sector well ahead of the other contractors.
U.S. Army Corps of Engineers	32 Counties in Mississippi	Emergency Temporary Roofing	\$55,513,216.00	August 2005 - January 2006	Installation of roof repairs to more than 21,000 homes and buildings damaged by Hurricane Katrina. Through an implemented special training program and intensified inspection, Ceres was able to maintain a high rate of production while also keeping an excellent safety record.
Terrebonne Parish	Terrebonne Parish, LA	Hurricane Katrina Debris Hauling and Reduction	\$710,137.00	August 2005 - October 2005	Load and haul hurricane debris from Parish right-of-ways. Deliver debris to Temporary Debris Staging and Reduction Site (TDSRS). Reduce debris by burning.
City of Deltona	Deltona, FL	Hurricane Debris Grinding	\$606,756.74	October-04	Ground 505,630 CY of debris.



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Owner	Location	Title of Work	Value	Time Period	Description
City of Hollywood	Hollywood, FL	Grinding of Hurricane Debris	\$18,899.25	October-04	Grinding of Hurricane Debris
City of Orange Beach	Orange Beach, AL	Hurricane Ivan Debris Removal	\$1,640,313.56	October-04	Loaded and hauled 176,090 CY of hurricane debris from City right of ways. Delivered debris to TDSRS.
City of Plantation	City of Plantation, FL	Hurricane Debris Grinding		September-04	Grinding hurricane debris
Palm Beach County	Palm Beach County, FL	Hurricanes Frances and Jeanne Debris Removal and Disposal	\$4,023,393.00	September 2004 – December 2004	Collection and disposal of debris generated from two Hurricanes, Frances and Jeanne. Ceres removed vegetative and demolition debris from County-maintained roadways and rights-of-way and hauled it to a Temporary Debris Storage and Reduction Site (TDSRS). Ceres crews collected and hauled 404,927 cubic yards of debris including 679 stumps up to 9 feet in diameter.
U.S. Army Corps of Engineers	Florida (13 counties)	Hurricane Frances Temp Roof Contract W91278-04-D-0058	\$48,028,565.00	September 2004 - January 2005	After Hurricanes Frances and Jeanne struck Florida less than six weeks after Charlie, Ceres won another contract for temporary roof installation. Ceres once again hired multiple local residents and maintained its safety record of no serious injuries or lost time incidents, while completing all temporary roofing contract obligations.
U.S. Army Corps of Engineers	Florida (4 counties)	Emergency Temporary Roofing	\$3,980,400.03	September 2004 - January 2005	After Hurricanes Charley struck Florida, Ceres won a contract to install temporary roofing in four counties of southern Florida. Ceres supervised its own crews as well as its subcontractors, including many local companies providing work for affected residents. Ceres maintained its safety record of no serious injuries or lost time incidents.
City of Deltona	Bird Brothers Deltona, FL	Hurricane Debris Grinding	\$497,398.75	August 2004 - July 2005	Vegetative Storm Debris Grinding
City of Sanford	DRG Inc Sanford, FL	Hurricane Charley Debris Hauling		August-04	Load and haul hurricane debris.
Collier County	Collier County, FL	Hurricane Charley Debris Removal and Disposal	\$82,521.00	August 2004	Removed debris from County-maintained roadways and rights-of-way and hauled debris to the Temporary Debris Storage and Reduction Site (TDSRS) it managed.
City of Arlington, TX	Arlington	Grind storm debris	\$21,500.00	July-04	Grinding brush, logs, and fencing debris from an ice storm.
Town of Windsor/Southeast Virginia Public Service Authority	Windsor, VA	Hurricane Isabel Debris Hauling, Reduction and Disposal	\$49,233.00	November 2003 - January 2004	Collected hurricane-related debris from within the Town of Windsor, VA, and reduced and lawfully disposed of said debris in accordance with contract terms. All debris was ticketed and signed off by on-site inspectors and was reduced and disposed by Ceres.
Memphis City Schools	Memphis City Schools,	Storm Damage Tree Trimming	\$90,411.25	October 2003 - November 2003	Removal of unsafe tree conditions created by the wind storm of July 22, 2003. Work consisted of removal of fallen trees, broken trees, leaning trees, bent trees, broken and hanging limbs, and cracked limbs, and grinding of stumps.

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Owner	Location	Title of Work	Value	Time Period	Description
Town of Smithfield/Southeast Virginia Public Service Authority	Smithfield, VA	Hurricane Isabel Debris Hauling, Reduction and Disposal	\$272,201.00	October 2003 - February 2004	Removal and disposal of debris, street, and sewer rights-of-way. Ceres removed fallen trees, limbs, and branches from rights-of-way alongside Smithfield streets and highways. The debris was loaded and hauled to a Temporary Disposal Staging and Reduction Site where Ceres reduced the debris through air curtain incineration and tub grinding. Ceres hauled the resulting ash and wood chips to a permitted disposal site. The work was performed with a minimum of road closure and using standard traffic control methods.
Isle of Wight County/Southeast Virginia Public Service Authority	Isle of Wight County, VA	Hurricane Isabel Debris Removal and Disposal	\$2,806,390.00	October 2003 - March 2004	Hurricane Isabel destroyed a large volume of vegetative material in Isle of Wight County in September 2003. Trees, limbs, and branches were broken, uprooted, and strewn by the hurricane throughout the County. Ceres removed this debris from County-maintained roadways and rights-of-way and hauled it to the Temporary Debris Storage and Reduction Site (TDSRS) it managed. At the TDSRS, Ceres received debris hauled in by citizens, supplied the inspection tower, reduced the debris through air curtain incineration and by tub grinding, and hauled out the ash and wood chips to County-selected disposal sites. A significant number of local County residents were hired as temporary employees to perform work on this contract.
Lawrence County, Missouri	Pierce City, Missouri	Demolition of Tornado Damaged Buildings, recycled brick, timbers, cut stone.	\$354,000.00	June 2003 - August 2003	Demolition of thirty-one structures damaged by a tornado in Pierce City and Lawrence County, Missouri. Demolition included asbestos abatement and Ceres was responsible for the removal and transport of debris from these demolished structures. All vertical voids were backfilled. Work was completed within forty-five days. Saved historical items including cornerstone and cast iron posts.
City of Spartanburg	Spartanburg, South Carolina	Grinding of winter storm debris	\$29,374.00	May 2003 - June 2003	Grinding Ice Storm Debris
City of York	Grind - County of York, SC	Grind Vegetative Waste/Ice Storm Debris	\$35,000.00	May 2003 -	Grind vegetative waste/Ice Storm debris
City of Asheboro	City of Asheboro, NC	Clearing Tree Obstructions from Sewer ROW's	\$139,512.06	April 2003 - May 2003	Clearing trees from sewer ROW's caused by Ice storm in Dec 2002.



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Owner	Location	Title of Work	Value	Time Period	Description
City of Raleigh, NC	Small Greenways, Raleigh, NC	Winter Storm Tree Trimming and Debris Removal and Disposal	\$324,470.00	March 2003 - April 2003	Trimming damaged trees, removing hazardous trees, disposing of wood waste. Three separate contracts for emergency disaster area clean-up following a major ice storm. Throughout the duration of this project, Ceres met or exceeded rigorous production standards. This contract was performed in an urban setting with traffic, access, and public relations issues to deal with. The jobs were performed on schedule with a good safety record.
City of Raleigh, NC	Lake Wheeler Park, Raleigh	Tree Removal Work	\$24,277.00	March 2003 - April 2003	Tree removal and trimming caused by Dec 02 Ice Storm.
Frankfort, KY Dist 6	Rowan County, KY	Winter Storm Debris Removal and Disposal	\$467,828.00	March 2003 - May 2003	Crews of laborers, chain saw operators, bucket trucks, grapple loading trucks, and dump trucks removed and hauled tree debris from the rights-of-way in Greenup County in District 9 which resulted from an ice storm. The debris was taken to a Temporary Debris Storage and Reduction Site (TDSRS) where it was reduced through incineration.
City of Raleigh, NC	Pullen Park; Raleigh NC	Tree Removal Work	\$67,666.00	February 2003 - March 2003	Removal of hangers and unsafe trees
City of Spartanburg	City of Spartanburg, SC	Ice Storm Cleanup	\$56,722.50	February-03	Pickup and hauling of storm debris.
City of Cherryville	Town of Cherryville, North Carolina	Winter Storm Debris Removal and Disposal	\$29,800.00	February 2003 - March 2003	Citywide debris cleanup
Town of Zebulon	Zebulon, North Carolina	Winter Storm Debris Removal and Disposal, Hazardous Tree trimming	\$111,790.13	January 2003 - February 2003	Citywide Ice Storm Cleanup
Town of Garner	Garner NC	Debris Removal Services	\$202,301.01	December 2002 - February 2003	Ice Storm Debris Removal - Citywide
Town of Cary	Cary NC	Grind Wood Debris from Ice Storm	\$164,500.00	December 2002 - March 2003	Ice Storm wood debris grinding.
City of Shelby	Shelby, North Carolina	Winter Storm Debris Removal and Disposal	\$284,000.00	December 2002 - January 2003	Debris Removal generated by Ice Storm.



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Owner	Location	Title of Work	Value	Time Period	Description
Town of Sunset	Town of Sunset LA	Haul Hurricane Debris	\$12,300.00	October 2002 - November 2002	Haul hurricane debris from town right-of-ways.
City of New Iberia	New Iberia LA; Gordon's	Haul hurricane debris	\$9,313.00	October-02	Cleanup and disposal of debris within the City of New Iberia and Parish of Iberia
City of Arlington, TX	Arlington, TX	Storm Debris Hauling	\$64,286.00	September-02	Ice storm debris hauling
City of Kansas City	Kansas City, MO	Winter Storm Debris Hauling and Removal	\$5,181,541.00	February 2002 - April 2002	Load and haul ice storm debris from City right-of-ways. Deliver debris to Temporary Debris Staging and Reduction Site (TDSRS).
City of Hobart	Hobart, OK	Winter Storm Debris Hauling and removal	\$173,204.00	February 2002 - March 2002	Ice storm cleanup using bucket trucks, loaders and haul trucks, within City Limits. Haul debris to Temporary Debris Staging and Reduction Site (TDSRS).
U.S. Department of Agriculture	Seminole County, OK	Winter Storm Debris Removal and Disposal	\$1,049,918.00	September 2001 - January 2002	Crews of laborers, chain saw operators, excavator operators, skid-steer operators, grapple loading trucks, and dump trucks removed and hauled tree debris from the streambeds and watershed areas in agricultural and rural areas of Oklahoma which resulted from an ice storm. The debris was taken to a Temporary Debris Storage and Reduction Site (TDSRS) where it was reduced through incineration.
City of Oshkosh	Oshkosh, WI Parks	Tree Removal	\$92,463.00	July 2001 - September 2001	Removal of damaged trees and limbs from municipal parks.
City of Oshkosh	City of Oshkosh, WI	Stump Removal	\$48,142.00	July 2001 - September 2001	Removal of stumps by grinding from municipal cemetery.
City of Oshkosh	Oshkosh, WI	Wind Storm Tree and Stump Debris Removal	\$252,191.00	July 2001 - September 2001	Removal of damaged trees and limbs from municipal cemetery
City of Granite Falls	Granite Falls, MN	Debris Hauling resulting from a tornado	\$5,630.00	July 2001 - August 2001	Load and haul construction and demolition (C&D) debris and vegetative debris from City rights of way to a temporary debris staging and reduction site (TDSRS).
U.S. Army Corps of Engineers	Fountainhead State Park, OK	Ice Storm Debris Trimming and Removal	\$34,000.00	April 2001 - June 2001	Perform clean up of ice storm debris in an Oklahoma Tourism and Recreation Department Park; cleanup administered by USACE. Trim damaged trees, remove vegetative matter debris from park.
U.S. Army Corps of Engineers	Beaver's Bend State Park, OK	Ice Storm Debris Trimming and Removal	\$40,820.00	April 2001 - June 2001	Perform clean up of ice storm debris in an Oklahoma Tourism and Recreation Department Park; cleanup administered by USACE. Trim damaged trees, remove vegetative matter debris from park.
Red River County	Red River County, TX	Debris Removal (Contract Add-On)	\$265,000.00	March 2001 - May 2001	Removal of ice storm debris from County right of ways. Grind or chip debris and legally dispose of debris.

Sumter County
RFP #010-0-2012/AT Disaster Debris Hauling Services

Owner	Location	Title of Work	Value	Time Period	Description
Texas Department of Transportation	Red River County, TX	Ice Storm Debris Removal and Disposal	\$265,000.00	March 2001 - May 2001	Removal of ice storm debris from County right of ways. Grind or chip debris and legally dispose of debris.
Muskogee County	Muskogee County, OK	Ice Storm Debris Removal and Disposal	\$1,300,000.00	March 2001 - June 2001	Load and haul ice storm debris from County right of ways. Trim damaged limbs, remove trees with over 50% damage. Operate TDSRS using burning for reduction.
City of McAlester	McAlester, OK	Ice Storm Debris Reduction and Disposal	\$54,272.00	February 2001 - May 2001	Grind vegetative matter resulting from Ice Storm using tub grinder
U.S. Army Corps of Engineers	Gillham Lake, AR	Ice Storm Debris Removal , Reduction and Disposal	\$79,500.00	February 2001 - April 2001	Perform ice storm clean up in park area maintained by USACE. Trim damaged trees and branches, remove vegetative debris to a Temporary Debris Staging and Reduction Site (TDSRS), grind debris using tub grinder, move mulch.
Texas Department of Transportation	Lamar County, TX	Ice Storm Debris Removal, Reduction and Disposal	\$234,000.00	February 2001 - May 2001	Clear ice storm debris from County right of ways, chip or grind debris, and legally dispose of debris.
City of Denison	Denison, TX	Ice Storm Debris Removal and Hauling	\$9,300.00	February-01	Load and haul ice storm debris under the direction of the City to Temporary Debris Staging and Reduction Site (TDSRS).
City of Atlanta	Atlanta, TX	Ice Storm Debris Removal and Hauling	\$76,293.00	February 2001 - March 2001	Load and haul vegetative debris resulting from Ice Storm in December 2000. Trim trees of damaged branches using bucket trucks and chain saw operators. Deliver debris to a Temporary Debris Staging and Reduction Site (TDSRS).
City of Goldsboro	Goldsboro, NC	Hurricane Floyd Debris Reduction and Disposal	\$248,464.46	October 1999 - February 2000	Provide reduction of vegetative debris and stumps, by grinding of said materials, for the City of Goldsboro, after Hurricane Floyd. Sorting paper, plastic, and dirt from the vegetation prior to grinding and the grinding/chipping of all vegetation to include stumps.
North Carolina Department of Transportation	Wayne County, NC	Hurricane Floyd Emergency Cleanup, Brush and Vegetative Debris Removal	\$574,024.00	October 1999 - December 1999	Hauled hurricane-generated debris to debris segregation/processing facilities throughout the county for segregation, reduction, and disposal. Work included debris hauling, debris disposal, storm damaged and diseased tree removal, tree waste hauling, and material separation.
U.S. Army Corps of Engineers	Oklahoma City, OK	Tornado Response, Debris Clearing, Hauling and Disposal	\$1,850,000.00	June 1999 - September 1999	Demolished and disposed of 291 residential structures and related vegetative debris in five weeks, and operated and managed multiple debris sites in the Oklahoma Tornado disaster area. Debris removed by Ceres and subcontractors totaled more than 83,000 CY.
U.S. Army Corps of Engineers	Puerto Rico	Hurricane Georges Debris Hauling	\$4,000,000.00	Oct 1998 - Sept. 1999	Ceres was awarded seven of eight districts of the island after Hurricane Georges. Ceres hauled more than 1 million cubic yards. Work was done primarily by directly hiring local employees due to lack of qualified subcontractors.

Sumter County
RFP #010-0-2012/AT Disaster Debris Hauling Services

Owner	Location	Title of Work	Value	Time Period	Description
U.S. Army Corps of Engineers	Puerto Rico	Hurricane Georges Debris Reduction	\$29,000,000.00	October 1998 - September 1999	Processed and reduced more than 2.3 million cubic yards of mixed debris. Ceres submitted a Value Engineering Change Proposal for this project that saved the Corps nearly a million dollars in tipping fees and returned soil to the land instead of sending it to the landfills.
U.S. Army Corps of Engineers	Puerto Rico	Emergency Temporary Roofing	\$3,000,000.00	June-05	Ceres installed temporary roofing in Puerto Rico after Hurricane Georges. This was done at the same time as its debris removal responsibilities. Ceres hired and trained local laborers and completed its work with no serious injuries and no lost time injuries.
City of Minneapolis	Minneapolis, MN	Vegetative Storm Debris Reduction and Disposal	\$557,000.00	June 1998 - December 1998	Vegetative storm debris site management, reduction, marketing and disposal. 80,000 CY
City of Denver	Denver, CO	Ice Storm Debris Reduction and Disposal	\$241,000.00	May 1997 - August 1997	Recycling of urban tree waste (logs, brush, stumps, shrubs, etc.) by grinding. Processed and marketed 154,000 Cy of tree waste that resulted from the ice storm of 1995.
U.S. Army Corps of Engineers	North Carolina	Hurricane Fran Removal, Reduction and Site Management	\$800,000.00	September 1996 - January 1997	Debris management: removal, reduction and site management associated with Hurricane Fran
City of Lynchburg	Lynchburg, VA	Grinding of Storm Debris, Disposal of Wood Waste Debris and Cleanup of Flood Debris	\$200,000.00	August 1994 - August 1995	Segregated grindable and non-grindable waste, mulched clean materials using screening plants, and spread mulch in areas of massive topsoil loss.
Lexington-Fayette County Urban Government	Lexington, KY	Ice Storm 1994	\$62,000.00	March 1994 - April 1994	Grinding of vegetative waste generated from Ice Storm 94 in Fayette County, KY.
U.S. Army Corps of Engineers	Dade County, FL	Chipping Services at Various Locations	\$2,117,500.00	January 1993 - June 1993	Emergency disaster area clean-up following Hurricane Andrew. Chipping of tree waste at scattered locations, primarily agricultural orchards, in cooperation with the U.S. Soil Conservation Service.
U.S. Army Corps of Engineers	Dade County, FL	Mobile Grinding Services	\$334,890.00	January 1993 - February 1993	Emergency disaster area clean-up following Hurricane Andrew. Separation of mixed debris and soil from woody debris using screening plants. Grinding of sorted woody debris. Production of organic mulch to be landspread in areas of massive topsoil loss, and separation fo landfill residuals and soil from woody debris.
U.S. Army Corps of Engineers	Dade County, FL	Grinding Services for Hurricane Andrew	\$759,670.00	October 1992 - December 1992	Federal Disaster Area Clean-up. Provided specialized heavy equipment and labor to perform sorting and grinding of tree and shrub waste generated by Hurricane Andrew.



2.5.2 References

Ceres Environmental Services, Inc. has a long record of successful contract performance. Many of our customers have provided formal evaluations or letters of recommendation that attest to our strong performance and record of customer service and satisfaction. Listed below is a selection of our references from projects completed in the past six years. (This list is provided in addition to the references found in proposal **Tab 1** on Ceres' **Reference and Similar Project Experience Form**. A selection of our many Letters of Recommendation and Evaluations are included in the following proposal section.

Event	Contract Activity	Government Entity	Amount	Contract Period
Winter Storm Alfred	Removal, Reduction & Disposal of FEMA-Eligible Debris	Town of Brookfield	\$670,604.10 48,130 CY	November - December 2011
	Point of Contact: Ralph Tedesco, P.E., Director of Public Works, 100 Pocono Road, Brookfield, CT 06804. Tel. 203-775-7318, rtdesco@brookfieldct.gov			
Southeast Tornadoes April 2011	Tornado Debris Removal and Disposal Services	Jefferson County, AL	\$14,575,176/ 1,191,553 CY	May – July 2011
	Point of Contact: William J. Corley, Highway Maintenance Supervisor, 716 Richard Arrington Jr. Blvd North, Birmingham, AL 35203, Tel. 205-919-5513, corleyj@jccal.org			
Southeast Tornadoes April 2011	Tornado Debris Removal and Disposal Services	City of Jasper, AL	\$668,941/ 59,890 CY	April – July 2011
	Point of Contact: Joe Matthews, Director of Public Works, City Hall Annex, 1814 4th Avenue, Jasper, AL 35501. Tel. 205-221-8529. jmatthews@jasperciry.com			
Midwest Ice Storm 2009	Debris Removal and Disposal	Commonwealth of Kentucky	\$1,800,000	Feb. – May 2009
	Point of Contact: Thomas M. Hines P.E., District One - Smithland Section Engineer, Project Delivery and Preservation II, 811 US 60E, Smithland, KY 42081, Tel. (270) 928-4301, thomas.hines@ky.gov			
Hurricane Ike	Debris Management Services, Vermilion Parish	U.S. Army Corps of Engineers	\$649,000/ 24,956 CY	Oct. – Nov. 2008
	Point of Contact: Timothy Black, Contracting Officer, U.S. Army Corps of Engineers, Tel. (504) 862-2912, timothy.black@mvn02.usace.army.mil			
Hurricane Ike	Debris Management Services	Chambers County, TX	\$8,450,673/ 341,024 CY	Sept. – Nov. 2008
	Point of Contact: Tommy Bridwell, C.F.M., Engineering, PO Drawer H, Anahuac, TX 77514, Tel. (409) 267-8379, tbridwell@co.chambers.tx.us			
Hurricane Ike	Debris Management Services, Galveston Area	U.S. Army Corps of Engineers	\$3,566,179/ 88,308 CY	Sept. – Oct. 2008
	Point of Contact: Timothy Black, Contracting Officer, U.S. Army Corps of Engineers, Tel. (504) 862-2912, timothy.black@mvn02.usace.army.mil			
Hurricane Gustav	ROW Debris Hauling and Removal	Jefferson Parish, LA	\$1,600,000	Sept. 2008-Feb. 2009
	Point of Contact: Kathy Russo, Environmental Affairs, Jefferson Parish, 4901 Jefferson Highway, Suite E, Jefferson, LA 70121, Tel. (504)731-4612, Fax (504)731-4607, KRusso@jeffparish.net			
Hurricane Gustav	Hurricane Debris Removal	City of Baton Rouge/East Baton Rouge Parish, LA	\$17,986,892/ 1,956,055 CY	Sept. – Dec. 2008
	Point of Contact: Bob Hearn, P.E., Department of Public Works, City of Baton Rouge/Parish of East Baton Rouge, Tel. (225) 389-5456, Fax (225) 389-5460, bhearn@brgov.com			
Hurricane Dolly	Debris Removal and Disposal	Cameron County, TX	\$5,168,366/ 408,925 CY	July – Sept. 2008
	Point of Contact: Nathanael "Nat" Flores, Emergency Operations Administrative Assistant/Planner, 1100 E. Monroe St., Brownsville, TX 78520, Tel. 956-547-7000, nat.flores@co.cameron.tx.us			
Midwest Flood 2008	Debris Removal and Disposal	City of Waterloo, IA	\$182,080	June – July 2008
	Point of Contact: Jamie Knutson, P.E., Associate Engineer, 715 Mulberry Street, Waterloo, IA, Tel. 319-291-4312, jamie.knutson@waterloo-ia.org			
Midwest Ice Storm 2007	Debris Removal and Disposal	City of Nichols Hills, OK	\$32,102	Dec. 2007 – Jan. 2008
	Point of Contact: Charles Hooper, Public Works Director, 1009 NW 75 th , Nichols Hills, OK, Tel. 405-843-5222, chooper@nicholshills.net			

Event	Contract Activity	Government Entity	Amount	Contract Period
Hurricane Katrina	Debris Removal and Reduction	U.S. Army Corps of Engineers	\$449,313,380	Sept. 2005 – Sept. 2007
	Point of Contact: Jean Todd, Contracting Officer Tel. 504-681-2331, 901-828-1503 (M) Email: Jean.F.Todd@mvm02.usace.army.mil			
Hurricane Katrina	Debris Removal and Reduction	Jefferson Parish, LA	3,402,572 CY	Sept. 2005 – Sept. 2007
	Point of Contact: Rick Buller, Public Engineer, Landfill Engineer, 4901 Jefferson Highway, Suite E, Tel. 504-239-1187, rbuller@jeffparish.net			
Hurricane Katrina	Debris Removal and Reduction	Mandeville & Surrounding, LA	2,165,372 CY	Sept. 2005 – Sept. 2007
	Point of Contact: Dave DeGeneres, Director of Public Works, City of Mandeville, Tel. 985-624-3169, ddegeneres@cityofmandeville.com			
Tornado Recovery	Debris Removal	Town of Lady Lake, FL	\$67,419	Feb. 2007
	Point of Contact: C.T. Eagle, Director of Public Works, 409 Fennel Blvd., Lady Lake, FL 32159, Tel. 352-751-1526, cteagle@ladylakepw.org			
Hurricane Katrina	Operation Blue Roof, 32 Counties in MS	U.S. Army Corps of Engineers	\$55,513,216	Aug. 2005 – Jan. 2006
	Point of Contact: Bill DeBruyn, Resident Engineer, USACE, Alabama District 109, St. Joseph, Mobile, AL, 36602, Tel. 615-369-7554, Email: Bill.R.Debruyn@lrm02.usace.army.mil			



CITY OF GREENVILLE

P.O. Box 7207

NORTH CAROLINA
27835-7207

PUBLIC WORKS DEPARTMENT

January 19, 2012

Ms. Gail M. Hanscom
Project Manager
Ceres Environmental Services, Inc.
6960 Professional Parkway East
Sarasota, FL 34240

Dear Ms. Hanscom:

On behalf of the City of Greenville, NC, I would like to take this opportunity to thank you and Ceres Environmental for the quick response and efficient services you provided to our City following Hurricane Irene in 2011. As this storm was one of the worst hurricanes to hit our City, it resulted in a tremendous amount of debris to be removed. Your company's mobilization efforts, flexibility, and attention to detail was a major factor in ensuring the rapid removal of debris from the City and was greatly appreciated by its citizens.

Ceres was organized and conscientious, and your team quickly learned our area, employees, and our level of service. Your team provided professional, quality service, and maintained an open line of communication at all times.

Again, our sincere appreciation to you and Ceres Environmental for your assistance and excellent service to the City of Greenville.

Sincerely,

Wesley B. Anderson
Director of Public Works

Document Number: 916803

1500 Beatty Street • Greenville, North Carolina • 27834



Town of Simsbury

66 TOWN FOREST ROAD, P.O. BOX 495, SIMSBURY, CONNECTICUT 06070
Phone (860) 658-3222 Fax (860) 408-5416 E-mail troy@simsbury-ct.gov

~ Thomas J. Roy, P.E. – Director of Public Works ~

December 22, 2011

Mr. Charles Owens
Project Manager
Ceres Environmental
HAND DELIVERED

Re: Letter of Appreciation - Debris Cleanup and Disposal Following Winter Storm Alfred

Dear Mr. Owens:

I want to take the time to thank you and Ceres Environmental for the work you did in removing the debris from Simsbury following one of the worst natural disasters this Town has ever experienced. The work performed by Ceres under your leadership was professional, timely and compassionate. At no time did any problem go unresolved and you were able to meet all of the contractual requirements and time constraints even when our volume of debris more than doubled from our original estimates.

Having the landscape of our town so dramatically changed by the storm damage had a dramatic impact on our residents and the quality of their lives. The cleanup work performed and the manner, in which it was conducted, was an essential part of the communities recovery process.

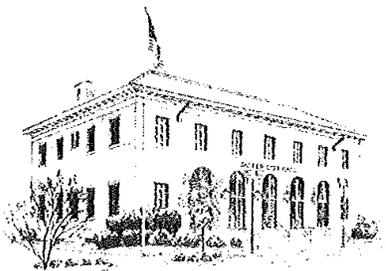
Thank you for providing a superior level of service and quality to our Town.

Sincerely,

Thomas J. Roy, PE
Director of Public Works

cc: David Preus
Troy Garrett

An Equal Opportunity Employer
www.Simsbury-ct.gov



CITY OF JASPER

400 W. 19TH STREET
P.O. BOX 1589
JASPER, ALABAMA 35501
TELEPHONE: (205) 221-2100
FAX: (205) 221-8522
EMAIL: jcityhall400@charter.net
WEB ADDRESS: jaspercity.com

V.L. "SONNY" POSEY, MAYOR
GARY COWEN, COUNCIL MEMBER
JOHN M. ROLLINS, COUNCIL MEMBER
MORRIS STUDDARD, COUNCIL MEMBER

November 3, 2011

SANDI P. SUDDUTH, COUNCIL MEMBER
LEE SWANN, COUNCIL MEMBER
KATHY CHAMBLESS, CITY CLERK, C P A

Ceres Environmental
Attn: David Preus
3825 85th Avenue N.E.
Brooklyn Park, MN. 55443

RE: Letter of Appreciation, Pat Lombardo, Ceres Environmental

Dear Mr. Preus:

I would like to offer this letter of appreciation to formally recognize Ceres Environmental Representative Pat Lombardo for his tireless efforts in removal of tornado debris of the April 27, 2011 storm, for the City of Jasper, Alabama.

Mr. Lombardo's customer service and expertise allowed the City of Jasper to accomplish the monumental task of the debris removal in a timely fashion as to better serve the citizens of our community in a time of need.

Again, I would like to thank Ceres Environmental and Pat Lombardo for their responsive, courteous and knowledgeable service in assisting our City in this disaster.

Sincerely,

CITY OF JASPER, ALABAMA

Keith Pike
City Planner

KP/rs



JEFFERSON COUNTY COMMISSION

JAMES A. (JIMMIE) STEPHENS
COMMISSIONER OF FINANCE AND INFORMATION TECHNOLOGY

716 Richard Arrington, Jr. Blvd. N.
Suite 210 Courthouse
Birmingham, Alabama 35203
Telephone: 205-325-5555 – Fax: 205-325-4860

August 26, 2011

To Whom It May Concern:

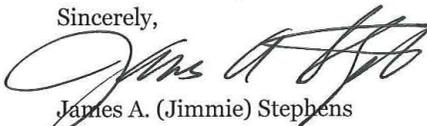
It is my pleasure to offer this letter of recommendation for Ceres Environmental to any area that is unfortunately affected by a natural disaster.

The lives of many Alabama residents were changed forever on April 27, 2011 when a line of severe storms and tornadoes ripped through our state. Jefferson County, the state's most populous county and home to the City of Birmingham was one of the areas suffering massive devastation. Jefferson County Commissioners immediately went to work, hiring Ceres Environmental to assist the County's Roads and Transportation Department in removing in excess of one million ton of debris.

Ceres Environmental was on the ground within 72 hours. They showed extreme reliability and dedication in the midst of chaos. Organized and diligent, their team quickly learned our people, our systems and our area. Ceres Environmental helped to organize and utilize Alabama contractors, allowing local people to heal by doing something to help in their own backyards. Ceres assistance resulted in people getting back into their communities and starting the rebuilding process. Residents that were hit hardest in communities like, Pleasant Grove, Concord, and Forestdale are today, after only four months, moving into new and rebuilt homes. After witnessing the profound success and partnership of Jefferson County and Ceres Environmental, other Alabama Counties selected Ceres for debris cleanup in their area.

Ceres Environmental has my highest recommendation, and I am happy to furnish more details if you would like additional information.

Sincerely,



James A. (Jimmie) Stephens
JS:cv

City of Pleasant Grove

501 PARK ROAD
PLEASANT GROVE, ALABAMA 35127
PHONE (205) 744-1720
FAX (205) 744-9556

Jerry W. Brasseale, Mayor
Karen Duncan, City Clerk/Treasurer
Jon B. Terry, Attorney

COUNCIL MEMBERS
William Bullion
Terrie G. Hicks
Philip Houston
Paula Johnson
James G. Mosley

July 25, 2011

**CERES Environmental
6960 Professional Parkway East
Sarasota, FL 34240**

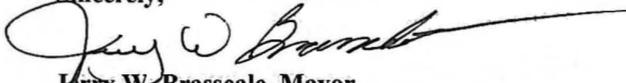
To Whom It May Concern:

April 27 was a day many Alabamians will never forget. The impact of this storm which caused destruction thru many counties will be felt for many years to come.

Words such as "horrific," "powerful," "disaster" or overwhelmed" could hardly begin to express the devastation left behind by the EF-4/EF-5 tornado.

As the Mayor of Pleasant Grove, Alabama I was impressed by the way the employees with CERES communicated with me and our employees to expedite the mission in which they were called to perform. They removed 500 thousand cubic yards of storm debris. They worked with the local contractors to help this city get back to some kind of normal life. Throughout the community our residents have given us feedback at the performance of CERES and it has all been positive. I would highly recommend CERES Environmental for their services, and their performance of their work, especially to anyone that may find themselves in a situation as we found ourselves to be. On behalf of City Hall, our city council and the residents of Pleasant Grove, Alabama, we thank you for your assistance.

Sincerely,



**Jerry W. Brasseale, Mayor
City of Pleasant Grove**

COUNCIL
LARRY D. ASHLOCK
N. STEVEN ATCHER
MARTY E. FULKERSON
KENNY LEWIS
RONALD B. THOMAS
TIM C. WALKER



200 West Dixie Avenue
P. O. Box 550
Elizabethtown, KY 42702
(270) 765-6121
Fax: (270) 737-5362
Web Site: www.etownky.org

CITY OF ELIZABETHTOWN
DAVID L. WILLMOTH, JR., MAYOR

June 4, 2009

CERES Environmental Services, Inc.

RE: January 2009 Ice Storm Cleanup

Dear Sirs:

This letter is to express the appreciation of the City of Elizabethtown for the effective and timely removal of storm debris (limbs) from the streets of Elizabethtown. Although the Commonwealth of Kentucky issued the contracts, your representatives and employees were cooperative and responsive to our suggestions and requests regarding the progress of the cleanup. Our town was cleaned up in an amazingly short time and our residents were very thankful.

Thank you for the attention given to the City of Elizabethtown during this emergency.

Clint Fulkerson,
Foreman, Street Services

Don Hill
Superintendent, Public Works





CARLOS H. CASCOS, CPA
COUNTY JUDGE
DIRECTOR OF EMERGENCY MANAGEMENT
1100 E. MONROE ST.
DANCY BUILDING
BROWNSVILLE, TEXAS 78520

JOHNNY CAVAZOS, EMC
CHIEF EMERGENCY OFFICER
DIRECTOR OF HOMELAND SECURITY
(956) 547-7000
FAX: 547-7006

Monday, December 1, 2008

Mr. Thomas D. Trizna, Sr.
Project Manager
Ceres Environmental Services, Inc.
5590 Broadcast Court
Sarasota, Florida 34240

Dear Mr. Trizna:

Greetings! On behalf of the County of Cameron, I would like to acknowledge the superb work performed by your firm following Hurricane Dolly in July 2008. Your firm accomplished what it set out to do and on several occasions went above and beyond to satisfy the needs of the disaster recovery.

As Cameron County's Director of Homeland Security & Emergency Management, I can certainly appreciate the value you placed on your pre-planning, leadership and responsiveness by which Ceres, along with its subcontractors, responded to our community's need.

In addition, we did not overlook your firm's common sense, forward-thinking practice of hiring local subcontractors, thus, furthering the economic recovery of our area.

Although I certainly do not wish for another hurricane anytime soon, I am comfortable knowing that our county can depend on Ceres Environmental to preplan, pre-deploy, and take care of business when the time comes.

With this in mind, please feel free to use me as a positive reference for prospective clients.

Sincerely,

Johnny Cavazos



CITY OF WATERLOO, IOWA

WATERLOO ENGINEERING DEPARTMENT

715 Mulberry St. • Waterloo, IA 50703 • (319) 291-4312 Fax (319) 291-4262
ERIC THORSON, P.E. • City Engineer email: city.engineer@waterloo-ia.org

Mayor
TIMOTHY J.
HURLEY

July 17, 2008

COUNCIL
MEMBERS
.....

Mr. Bret Synder
Ceres Environmental
3825 85th Avenue North
Brooklyn Park, MN 55443

REGINALD A.
SCHMITT
Ward 1

RE: LETTER OF RECOMENDATION

CAROLYN
COLE
Ward 2

Dear Mr. Synder:

HAROLD
GETTY
Ward 3

As the Project Engineer for the debris removal contract for the City of Waterloo, Iowa, I wanted to write to you and let you know what a fantastic job you did. As you know, the City of Waterloo suffered a 500-year flood event in June 2008. After the flood waters receded, the City of Waterloo put forth a contract for debris removal.

QUENTIN M.
HART
Ward 4

As I had never dealt with a contract like this before, I was very nervous when an out-of-town contractor, Ceres Environmental, submitted the low bid. Ceres provided all of the necessary paperwork with their bid, even the paperwork that was not required at the time of the bid. This paperwork would have been required after the bid opening but Ceres provided it with their bid in order to speed up the review and approval process.

RON
WELPER
Ward 5

Having spent three weeks working with you and your crews, I am very pleased that Ceres received the contract. Anything that I ever asked, you provided, cleaned up or took care of. The work that you did was always done with great care and when you left an area, yards were always raked and very clean.

BOB
GREENWOOD
At-Large

I would be very happy to recommend Ceres Environmental to another city, county or state that is in need of your services.

STEVE
SCHMITT
At-Large

If I can be of any further help please don't hesitate to contact me.

Sincerely,

Jamie Knutson, P.E.
Associate Engineer

CITY WEBSITE: www.ci.waterloo.ia.us

WE'RE WORKING FOR YOU!

An Equal Opportunity/Affirmative Action Employer



CITY OF NICHOLS HILLS

February 18, 2008

Thomas D. Trizna, Sr.
Project Manager
Ceres Environmental Services, Inc.
5590 Broadcast Court
Sarasota, Florida 34240

Re: Letter of Commendation for Severe Winter Storm Response Operations

Dear Mr. Trizna:

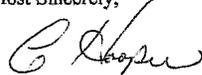
Now that the City of Nichols Hills has completed its interaction with the Federal Emergency Management Agency (FEMA) regarding reimbursement of eligible damage costs resulting from the December 10-11, 2007 ice storm, I am compelled to offer this letter of commendation to you, the other Ceres staff members assisting you, and the team of subcontractors you brought to our aid.

The ice storms caused significant damage to the majority of the tree canopy throughout Nichols Hills, both that in the public rights-of-way and that on private property. When you first visited with me, I thought that I had contracted for enough debris removal personnel and equipment to complete the clean-up within a timeframe acceptable to the executive staff, and citizens, in the City. Once I realized that this was not the case, and I asked Ceres to assist, you immediately mobilized the proper number and proper make-up of equipment necessary to meet the goal established. This reflected well upon the Department of Public Works, and the entire City of Nichols Hills organization.

Perhaps even more important than a timely, coordinated response to the debris removal challenge was the expertise, education, and presentation of the audit quality documentation that FEMA requires for maximum reimbursement of eligible costs that Ceres provided. The Final Report that you submitted to me captured, documented, and memorialized the entire process in a manner that impressed even our FEMA Public Assistance Coordinator. He stated that, "If only more of the reimbursement applicants would prepare their data in the manner in which you (Nichols Hills) did, my job would be much easier, and checks would be sent to applicants much faster".

On behalf of the City of Nichols Hills, Oklahoma Department of Public Works, I commend Ceres for all the efforts put forth in assisting us in our time of need. While I hope to never again require your services, should that occur, I would eagerly invite your involvement in future disaster response and recovery operations. Please feel free to use my name as a positive reference for future work with other local government agencies across the nation.

Most Sincerely,



Charles Hooper, Director



The City of Slidell

P. O. Box 828 • Slidell, Louisiana 70459
Telephone (985) 646-4333
Fax (985) 646-4209

BEN O. MORRIS
MAYOR

May 31, 2007

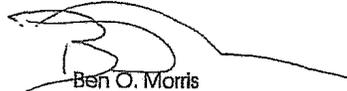
To Whom It May Concern:

The impact of Hurricane Katrina was far-reaching to our City of Slidell, Louisiana. The devastation of this disaster necessitated a major recovery effort, which ultimately included the removal of 1.5 million cubic yards of storm debris, trimming or removal of thousands of storm and salt water damaged trees, and the demolition of hundreds of structures. Ceres Environmental Services, Inc. (Ceres) performed this work in an exemplary manner.

On behalf of the City of Slidell, I would like to personally thank the entire Ceres organization for the safe, expeditious and professional manner in which this firm completed a very difficult response mission. I also appreciate their efforts to utilize many local contractors and vendors in the performance of the work to include the trimming and removal of hazardous trees on over 5,000 private properties under the executive order for the City. Particularly important to this City, since the storm devastated many of our local businesses, was Ceres' small and local business utilization program which helped to restore local businesses and jobs to this community, and we are grateful to Ceres for that effort.

The City of Slidell was very pleased with Ceres' performance in completing a very difficult mission. I would highly recommend the services of this company to others and, in particular, to those in need of recovery assistance following severe disasters such as Katrina.

Sincerely,



Ben O. Morris
Mayor

PERFORMANCE EVALUATION (CONSTRUCTION)		1. CONTRACT NUMBER W 912P805D 0024	
INCOMPLETE-RATED		2. CEC NUMBER 060619285	
IMPORTANT: Be sure to complete Part III - Evaluation of Performance Elements on reverse.			
PART I - GENERAL CONTRACT DATA			
3. TYPE OF EVALUATION (X one)		4. TERMINATED FOR DEFAULT	
<input type="checkbox"/> INTERIM (List percentage 100 %)		<input type="checkbox"/> AMENDED	
<input checked="" type="checkbox"/> FINAL		<input type="checkbox"/>	
5. CONTRACTOR (Name, Address, and ZIP Code) CERES ENVIRONMENTAL SERVICES, INC 3825 85TH AVENUE B MINNEAPOLIS MN 554432059 USA NAICS Code:562910		6.a. PROCUREMENT METHOD (X one)	
		<input type="checkbox"/> SEALED BID <input checked="" type="checkbox"/> NEGOTIATED	
		b. TYPE OF CONTRACT (X one)	
		<input checked="" type="checkbox"/> FIRM FIXED PRICE <input type="checkbox"/> COST REIMBURSEMENT	
		<input type="checkbox"/> OTHER (Specify)	
7. DESCRIPTION AND LOCATION OF WORK DEBRIS REMOVAL, SITE MANAGEMENT AND DEBRIS REDUCTION, HURRICANE KATRINA			
8. TYPE AND PERCENT OF SUBCONTRACTING TotalSB 73.5% ,TotalSDB 10.6% ,TotalWOSB 11% ,TotalHubz 3.2% ,TotalSDV 3%			
9. FISCAL DATA	a. AMOUNT OF BASIC CONTRACT \$1,000,000,000	b. TOTAL AMOUNT OF MODIFICATIONS	c. LIQUIDATED DAMAGES ASSESSED
			d. NET AMOUNT PAID CONTRACTOR \$440,935,314
10. SIGNIFICANT DATES	a. DATE OF AWARD 09/15/2005	b. ORIGINAL CONTRACT COMPLETION DATE 09/30/2007	c. REVISED CONTRACT COMPLETION DATE
			d. DATE WORK ACCEPTED 09/30/2007
PART II - PERFORMANCE EVALUATION OF CONTRACTOR			
11. OVERALL RATING (X appropriate block)			
<input checked="" type="checkbox"/> OUTSTANDING	<input type="checkbox"/> ABOVE AVERAGE	<input type="checkbox"/> SATISFACTORY	<input type="checkbox"/> MARGINAL <input type="checkbox"/> UNSATISFACTORY (Explain in Item 20 on reverse)
12. EVALUATED BY			
a. ORGANIZATION (Name and Address (Include ZIP Code)) CECT-M VM		b. TELEPHONE NUMBER (Include Area Code) 901-544-3037	
c. NAME AND TITLE RICHARD W ESDOM CHIEF HURRICANE BRANCH		d. SIGNATURE	e. DATE 10/06/2008
13. EVALUATION REVIEWED BY			
a. ORGANIZATION (Name and Address (Include ZIP Code))		b. TELEPHONE NUMBER (Include Area Code)	
c. NAME AND TITLE		d. SIGNATURE	e. DATE
14. AGENCY USE (Distribution, etc.)			

