Section 4 – Availability of Staff

Sebago Technics, Inc. is a multi-disciplinary firm with a diverse staff of 40 professionals. During the course of any given year, Sebago Technics completes between 200 and 300 separate projects. These projects range in size from a simple soils investigation and septic system design for a single-family house to large, long-term projects for private and municipal clients. This mix of projects, combined with the depth of our professional and production staff, allows us to be flexible and adaptive to new projects and schedules.

This Town of Raymond Planning, Economic Development and GIS Services Contract will require responsive and flexible delivery of services.

Our assigned Planner will be available to assist the Town in the timely delivery of Planning and Peer review services. We understand the variable nature of this work and will adapt our schedules accordingly. We have successfully provided similar services in the Town of Casco and will do so for the Town of Raymond.

Our Planner will attend Planning Board meetings, prepare memorandums, meet with applicants and Town staff, work with Town staff on ordinance requirements and assist in the evaluation of economic development opportunities and the promotion of such opportunities in the Town. We will work with the Town to establish appropriate "office hours" at the Town Hall. Our objective is to "tailor fit' services to the Town's needs.

The Town's RFP suggests that, historically, approximately 65 hours of GIS related work is needed each month. Our approach is to work with the Town to understand the overall mapping, website and related GIS needs and provide effective services to address those needs.

James R. Seymour, PE

Project Manager

Education:

University of Maine, Orono, ME
Bachelor of Science in Civil Engineering, 1992

Registrations:

Professional Engineering:
Maine #9984

Certified Training for
Hazardous Waste Operations
40 hr. Training Compliance with OSHA 29CFR 1910.120

Memberships:

Town of Windham Planning Board

Mr. Seymour has been with Sebago Technics, Inc. since 1993. His role encompasses management of projects relating to civil engineering designs for both private and municipal clients. In addition to his management work, Mr. Seymour works with other project managers and project engineers on planning, design, preparation of necessary land development permits and analysis of a variety of civil engineering projects. His specific engineering design experience includes roadways, sewer and water utilities, stormwater management plans and permitting, sediment and erosion control plans, state and federal wetland/environmental permits for residential and commercial developments and coordinating project approvals through to site construction permits.

Mr. Seymour has expertise in planning and designing artificial turf fields and recreation facilities. His experience includes the design and construction monitoring of three fields for the University of Maine which included re surfacing the existing football field, replacing the natural surface baseball field with artificial turf, and design of a new field hockey/lacrosse field. He also designed and managed the plan permitting and construction monitoring for the City of Portland Recreation Department's Memorial Field multi purpose field facility.

He has experience in preparing permit applications and construction drawings for institutional campuses. He has managed the permitting of Saint Josephs College dormitory, classroom, and laboratory expansions. There, he was responsible for acquiring all local, state and federal permits regarding sensitive stormwater impacts associated with phosphorus export from runoff, as well as assisting them with their master planning efforts for stormwater infrastructure, utilities, subsurface sewage disposal systems and parking and internal pedestrian and vehicular access.

Mr. Seymour also has strong experience in conducting commercial site plans, residential subdivision plans and road designs. He recently was responsible for obtaining both state and municipal permits for the redevelopment of Maine Mall Motors. This project required strict adherence for stormwater quality standards due to the project's proximity to the Long Creek Watershed. Permits for stormwater discharge and management were coordinated through the Maine Department of Environmental Protection Agency and City of South Portland, and the project received the first issuance of an Individual Discharge permit for the Long Creek Watershed Management District. He performs engineering peer reviews for municipal planning departments and code officials. He has routinely conducted reviews and work with planning offices of the City of Portland and the Towns of Windham, Casco and Brunswick. He also has experience with permitting of a variety of cellular telecommunication facilities, which requires unique knowledge of zoning issues, local permit procedures, Federal standards and the ability to present sensitive public issues.

The variety of projects that Mr. Seymour has been involved with provides him with a well-balanced technical and working knowledge of planning and land use development issues and engineering experience. Additionally, his involvement with a variety of clientele and exposure to the multiple levels of governing review agencies gives him a unique and positive insight to successfully communicate and coordinate projects from design to construction stages.

SEBAGO
TECHNICS

Jon Giles, PLS

GIS Manager

Education:

University of Maine, Orono, ME
Bachelor of Science,
Survey Engineering, 1992

Memberships:

Former Member of the Legislative Working Group on Maine's Freedom of Access Laws, (Fall 1995)

Maine Library of Geographic Information Board Member, appointed by the Maine Speaker of the House of Representatives (2002-2005, 2008-Present)

Awards:

Public Works Director's Commendation (July 2005)
Public Works Employee of the Month (Oct 2004)
Police Department Commendation (2004)
Corecipient of Public Works Team Award (2002)

Presentations & Publications:

"Imagery for the Land Surveyor", presenter at the Maine Society of Land Surveyors Annual Meeting, Rockport, ME, February 2007.

"Clearing Up the Cloudiness, How to Take Advantage of the Maine Orthophoto Program", presenter at the Maine Municipal Association's Technology Conference, Augusta, ME, March 2006.

Mr. Giles has more than 16 years experience in the field of survey and mapping. As a licensed surveyor in the State of Maine, he has performed boundary, engineering, topographic, GPS control surveys, legal research, right-of-way services, specializing in the creation of GIS facilities data for public and private clients. Since 2007 Jon has been the GIS Manager for Sebago Technics' GIS Team overseeing the integration of field collected data, tabular data, and mapping data into GIS applications for our municipal and utility clients. Sebago Technics' GIS Team has provided annual tax mapping services to the Town of Waterboro, ME for the last decade. Additionally the GIS Team has completed natural resources mapping, zoning, and parcel mapping projects for several Maine towns including: Waterboro, Limington, Isle of Haut, and South Portland. Sebago Technics has also assisted over a dozen Maine communities review updated Federal floodplain mapping for accuracy and consistency with locale conditions using GIS technology.

In 2007 Jon began assisting Verizon Communications in Maine, now FairPoint Communications, with ongoing, statewide mapping services of among other things utility poles and underground communication lines. In addition to the FairPoint project, Jon was responsible for a large GIS mapping project detailing the location of underground utilities on the former Loring Air Force Base in northern Maine.

Previously, Mr. Giles served as Vice President of a GIS consulting firm where he managed the firm's survey, GPS, and GIS related work. In addition to these tasks, he also conducted sales of aerial mapping projects throughout New England. During his career with the City of Portland, he served as GIS Coordinator. Jon supervised the planning, implementation, and development of a large municipal GIS system and also has extensive experience with software maintenance, data collection, data and software purchasing, GIS data conversion, contract management, and coordinating inter and intra departmental. As Sebago Technics' GIS Manager, Mr. Giles has been integral in the application of GIS and data collection technologies on the company's GIS Team.

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Benjamin M. Bolduc, LSIT

Senior Survey/GIS Technician

Mr. Bolduc joined the staff of Sebago Technics in 2004 as a Senior Survey Technician overseeing a crew for one of our multi-disciplinary project teams. He came to Sebago Technics with several years of survey experience in related to highway surveys, as-built survey associated with dam construction, new road construction, highway resurfacing and mine reclamation. In addition Ben was the Party Chief / Senior Survey Technician on a wide variety of projects including: boundaries, ALTAs, topographic surveys, residential and commercial construction, section breakdowns and pipeline construction surveys. In addition, Ben is one of the Survey Department's members who are proficient in GIS/GPS and his talents in this sector of surveying has been an asset to numerous clients. Ben is also proficient with survey instruments, Carlson CE Software, and our GPS data collection and processing.

Work Experience

2004 - present, Sebago Technics, Inc. –
GIS/Senior Survey Technician
Oversees a field crew or works as a member of 2-person or 3-person survey crew performing boundary, topographic and construction layout surveys. In addition Ben has also overseen or was a member of a survey crew performing road surveys for various municipalities. GIS mapping and project work in support of municipal, state and private sector clients.

7/2000 –9/2004, Intermountain Engineering - Party Chief
Worked on as well as supervised two man field survey crews on a wide variety of projects Including; boundary surveys, ALTA/ACSM land title surveys, topographic surveys, pipeline construction projects, dam construction surveys, new road construction, highway resurfacing and mine reclamation surveys.

6/1999 - 7/2000, JA Jones of the Carolinas – Field Engineer
Lead Surveyor on large construction site at the Marine Corps Air Station. Established the control network and was responsible for the location and layout of all underground utilities, three barracks and various support buildings throughout the earth work and structural phases

10/1996 – 6/1999, Newmont Mining Corporation –
Survey Technician

Responsible for the layout and location of blast patterns at an open pit gold mine. Worked directly with the engineers and geologists to create and stake polygons for the equipment operators. Collected data with GPS and total stations for a number of reclamation projects as well as completed topographical and stockpile surveys.

Education:

Bachelor of Science, Geography/Cartography, 1992-1996
James Madison University, Harrisonburg, VA

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Owens A. McCullough, PE, LEED-AP

Vice President, Engineering & Project Development

Education:

University of Colorado, Denver, CO
Bachelor of Science,
Civil Engineering, 1987

Two-Year Educational
Development Course

Leadership & Management, 2004

Registrations:

Professional Engineer: Maine

Certifications:

Maine DOT Local Project Administration
Certification Course, 2005
Re-certification, 2010

LEED Accredited Professional

Memberships:

American Society of Civil Engineers

Former -Town of Gorham, Maine, Appeals Board, Member and Chairman

Former - Town of Limington, Maine, Appeals Board, Member and Chairman

ACEC Maine - Board of Directors

Rotary International

SEBAGO TECHNICS

Mr. McCullough joined Sebago Technics in August of 1987. He is responsible for the overall coordination and management of engineering, quality control, budgeting, planning and providing technical assistance to project managers and technical staff. His experience includes a broad range of civil engineering projects for both public and private clients. Mr. McCullough oversees the progress on projects and monitors budgets, schedules, and client satisfaction with a special focus on environmental permitting and construction management.

As a Senior Project Manager, he has focused on municipal and government sectors. Typical services have included engineering review services, land planning, site and civil design, solid waste transfer and disposal, street reconstruction, utility system designs, airport engineering, design-build projects, stormwater management, wetland mitigation, natural resources permitting, construction specifications and administration.

Owens has managed multiple General Services contracts including the City of Portland and several smaller communities. In addition, Owens has provided permitting for complex land development and marine projects along with environmental permitting associated with roadway and utility projects. Project experience has included design, environmental permitting and compliance for the following projects.

- **City of Portland, ME** – Planning, Design and Permitting for multiple projects including Roadway and Infrastructure Projects, Solid Waste and Landfill Closures, Marine Projects and Site Development Planning. Projects included multiple agency coordination and permitting.
- **Maine Wharf, LLC., Portland, ME** – Planning, State and Federal Agency permitting for a pier expansion on the Portland waterfront.
- **Portland International Jetport, Portland, ME** – Planning and design for multiple airport projects including Aviation Aircraft Aprons and a General Aviation Facility. Projects included local, state and federal permitting.
- **Maine Crossing, South Portland, ME** – Wetland mitigation planning and permitting through the MDEP and ACOE.
- **Eastman Meadows Condominium, Cape Elizabeth, ME** – Planning, permitting and design of a large site development and permitting project. Project included stormwater and infrastructure design and regulatory permitting through local, state and federal agencies.
- **WMTW Baldwin Tower, Baldwin, ME** – Planning , permitting and construction services for a 1667' tall communications tower. Project required local, state and federal approvals.
- **Town of Alfred, ME** – Planning, permitting, design and construction services for a new solid waste transfer and recycling facility. Project required local and state approvals.
- **Department of the Defense** – Site/Civil design on design-build projects at the former Brunswick Naval Air Station, Groton CT., Newport, RI and Fort Meade, MD.
- **Town of Brunswick, ME** – Principal for a general services contract supporting the Town Planning and Development office.
- **Town of Gorham, ME** – Planning, design and construction support for municipal roadway projects.
- **Grondin Commercial Properties, Gorham, ME** – Planning, design and permitting for large commercial developments and associated infrastructure. Projects included local and state permitting.

Mark Adams

President

Education:

University of Maine
Orono, ME
Bachelor of Arts in Public Management

Credits towards Masters Degree in Public Administration

Committees:

Central Maine Medical Center – Trustee and Finance and Quality Committee Member

Central Maine Community College Foundation Member

Androscoggin Home Care and Hospice – Former Chairperson and Board Member

Lewiston High School Swim Team Boosters – Former President

Maine Downtown Center – Board Member

Memberships:

Public Service Leadership Award, 2004,

Androscoggin Chamber of Commerce

Most Valuable Team Player – City of Auburn

Society of Human Resource Management

International City/Country Managers Association – Assistances Steering Committee 1996-99

Maine Town and City Managers Association – Professional Development Committee – Past Member

Maine Historic Preservation Association

National Main Street Foundation

Mr. Adams joined Sebago Technics, Inc. (STI) in 2005 as Executive Vice President. A graduate of the University of Maine with a BA in Public Management, Mr. Adams brings extensive management, human resource and public facilitation skills to STI. He is an experienced administrator with demonstrated success in the management of people, processes and projects. He is a creative problem solver with a keen ability to simplify complex issues. He is an innovator in organizational issues and is able to development new and alternative approaches to traditional problems. Mr. Adams is also skilled in the facilitation and management of public processes. He has conducted hundreds of public meetings and directed a wide variety of public, committee and team processes.

Prior to joining STI, Mr. Adams spent 20 years in the public management and administration of the cities of Lewiston and Auburn. During his tenures he was chairperson of numerous organizations and committees, including the Lewiston-Auburn Transit Committee (LATC).

Throughout his career, Mr. Adams has been directly involved with the development and redevelopment of communities. From site specific projects to community/region wide economic development and project design/permitting to construction, he is experienced in the issues and processes required to achieve development goals. His experience in the local, state and now private sectors provides a solid foundation and understanding of the requirements of successful development.

At STI, Mr. Adams is responsible for internal management, operations and staff development. In this capacity, he participates in all aspects of project development and the firm's multi-discipline services. He is also responsible for client relations, business development and marketing. With his extensive team building, communication and organizational skills he is an asset to the firm.

Mr. Adams is currently a Trustee of Central Maine Medical Center and Central Maine Community College. He is also a member of the Maine Real Estate and Development Association (MEREDA). He resides in Lewiston and remains active in the Lewiston-Auburn community through several organizations and activities.

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