

EXPANDED GIS SERVICES

GIS (Geographic Information System) technology is an integral part of RPA's professional consulting service. In response to increased demand, we recently expanded our services to include a new GIS Department. Our staff members utilize leading-edge GIS technologies and software to provide solutions that promote project accuracy and ensure development of a high-quality product. Uses include cartography, streets and roadway alignment, utility locations, grid lines, land use, and ownership information.

Currently, RPA is working with the Lakeside County Water and Sewer District to develop a utilities GIS database that will integrate with the District's maintenance management software. This valuable information can be used for work orders, mapping services, utility information, and customer service.

OUR KALISPELL OFFICE

Diverse projects and a heavy workload in the Northwest portion of the state are keeping the Flathead Valley Branch Office busy. Ryan Mitchell, PE, PLS, is currently managing water distribution system improvement projects for the communities of Essex and Troy.

Two MDT Community Transportation Enhancement Program (CTEP) bike/pedestrian path projects are underway in Flathead County – Sam Bibler Trail and Woodland Trail. A third CTEP bike/pedestrian path project will begin this spring in Troy.

The first phase of the Whitefish Downtown Improvements project of Third Street and the



Central Avenue-Third Street intersection was completed. Project elements included the installation of utility vaults for moving overhead utilities underground, wider intersections for safer and shorter street-level pedestrian crossings and the required "clear vision triangle" for motorists, wider pedestrian-friendly sidewalks, new asphalt, planting of new trees, and placement of benches in front of businesses. Phase II begins this spring with work on Central Avenue between Third Street and Second Street.

Ian Wargo will be joining the office full-time following his graduation from Montana State University in May.

OUR BUTTE OFFICE

According to Gary Jones, PE, Branch Office Manager, the Butte office recently completed design for the Port of Montana Warehouse Expansion and the AEROTEC Rocket Testing Facility, both of which will be under construction soon. Construction of the Mill Creek Industrial Complex Wastewater Extension is nearing completion. Capabilities have expanded with the hiring of John Schlegelmilch, PE, as the RPA Structures Division Manager and Andrew Hagen, PE, recently passing the Principles and Practices of Engineering Exam.

ROBERT PECCIA SELLS FIRM TO ESOP

Robert Peccia and Associates' ESOP (Employee Stock Ownership Plan) recently purchased the remainder of the company from Robert Peccia PE, and the firm is now a 100-percent employee-owned company. Created in 1978, it employs nearly 50 staff members and is headquartered in Helena with branch offices in Butte and Kalispell.

"We have operated our business as an "open-door" company with employees participating in decisions for many years," said Robert Peccia, PE, Founder and CEO. "Employees have always had a say in salaries, benefits, and facilities, so this is a transition with little effect on the company structure or policies. In fact, I'm sure our clients will not notice any differences in our operations. Being a 100 percent employee-owned company

only makes the ownership consistent with our corporate culture."

According to National Center for Employee Ownership (NCEO), RPA is the first 100 percent ESOP-owned engineering company in Montana!

FIRM'S CONTRIBUTIONS

Throughout RPA's distinguished 32-year history of setting corporate goals and achieving them, our CEO and Board of Directors have always encouraged "giving back" to our communities through monetary contributions as well as volunteer hours. Whether spending a late afternoon collecting trash along a road, coaching youth sports, or dedicating a portion of their paycheck to United Way, our staff members give freely and generously.

When our nation experienced its most severe economic downturn since the Great Depression, hardship affected families, communities, and every industry in America including our own professional consulting services. RPA's management had to make some tough business decisions but we did not stop our charitable giving despite the unsettling and challenging times.

In 2009, RPA gave nearly \$30,000 to community and civic organizations, educational institutions, as well as families, students, and individuals in need. And we continue to give.

Our firm prides itself on the western hallmarks of determination, ingenuity, and generosity. We stand by each other in good times and in bad - this is what relationship and authentic community is all about in Big Sky Country!



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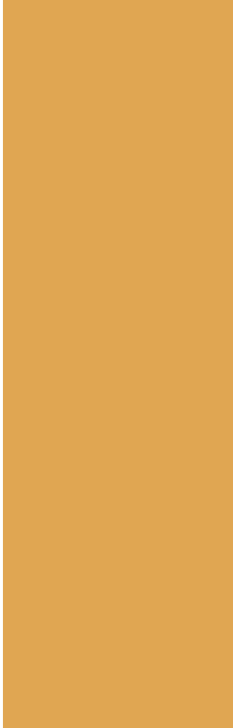
ROBERT PECCIA & ASSOCIATES

HELENA
KALISPELL &
BUTTE, MONTANA



CIVIL ENGINEERING
TRANSPORTATION
PLANNING
SURVEYING

CIVIL ENGINEERING
FOR FUTURE GENERATIONS





from our CEO/Chairman of the Board
Robert J. Peccia, PE

unique opportunity to see how the company expands under the direction of the ESOP.

These have been difficult times for many parts of our country. While Montana has escaped the worse of the recession, we are not immune. Our company has been fortunate in that we have held our own, largely due to the fine efforts of our management team. Congratulations to them for coming through in a tough environment and for making the past year a successful one.

I have high expectations for our company's future and I am confident these will be met and exceeded. Thanks to all of our great clients who have supported us in the past. We will continue to do our best for you!



from our President
Keith A. Jensen, PE

This is a message that's been coming for a long time. The ESOP (Employee Stock Ownership Plan) that we established twenty years ago has purchased the remaining interest in our company, and we are now 100-percent employee-owned.

This won't be much of a change. We have been in this transition for many years, and have been operating as an employee-owned company for a long time. Our Board of Directors is elected by the employees, our benefits are established by committee and the Board, and all of our finances have been openly presented to staff.

This isn't to say that the change isn't significant – it is one thing to operate as an employee-owned company but quite another to actually be one. While the change likely won't be noticed in our operations, I fully expect that our employees will be even more involved in running the company.

It's been an exceptional experience to be associated with such a great group of people, and to watch the growth and evolution of the company and staff. I take a great deal of pride in our company's work ethic and I hope that I have contributed to the success of the company. In any case, I'm going to be around for another five years under an employment agreement and will have the

The main topic of discussion for most businesses this past year was undoubtedly the slow economy, and the uncertain rate of recovery. Although we had those same discussions at times, we collectively decided it was more important to look forward, beyond the slow times, and make adjustments to better position our firm for the future and our client's needs.

The most notable internal business adjustment we made this year was the final purchase of Robert Peccia's outstanding shares of stock by our Employee Stock Ownership Plan. Our ESOP is now 100-percent employee owned, which was the goal when we started the plan back in the early 1990's. We understand that we are the only Montana engineering firm to have a 100-percent employee-owned ESOP, and we are very proud of this fact.

We are also proud to announce that we were able to talk Robert Peccia into continuing his important role with the firm for at least the next five years. Bob's continued involvement is an important benefit to the firm because of his irreplaceable level of experience, business prowess, and client contacts.

The most notable change to our firm's long list of current services was the addition of a dedicated "Structures Division". In the past we have used subconsultants to fulfill our client's structural needs but now we will be able to complete these tasks in-house. Our new Structures Division dovetailed nicely with our existing Water, Wastewater, Streets and Highways, Airports, Site Development, Environmental Documents, and Natural Resources Divisions.

None of the positive adjustments discussed above would have been possible without our most important asset – you – our clients! We truly value your trust in us, your friendship, and continued support. As the economy makes its slow recovery, we want to assure you that we'll be there by your side, as you have been for us!

OUR MISSION STATEMENT



Robert Peccia and Associates is a company of dedicated professionals who work as a cohesive team to deliver exceptional civil engineering and surveying services. We emphasize technical excellence, creative innovation, common sense, clear communication, and high ethical standards to exceed our client's expectations on each and every project. As an employee-owned firm, we take pride in our personalized service and family culture as well as our reputation for designing practical and sustainable solutions for future generations.



OUR RECENT PROJECTS

Site Development: The Bureau of Mines Geology and Petroleum Engineering Building at Montana Tech of the University of Montana in Butte was completed. This 60,000-square-foot, three-story building is located in the northwest portion of the campus. Construction will begin this spring on infrastructure improvements at Fort Harrison as well as on a new Improvised Explosive Device (IED) Training Facility. This combat training facility will allow our soldiers to train at Fort Harrison prior to deployments that serve our nation.

Water/Wastewater: RPA's Water and Wastewater Divisions completed the design and construction of a new swimming pool for the community of East Helena. Ongoing wastewater system improvements for the Anaconda Mill Creek Industrial Site will be completed this year. Projects currently under design include improvements at the Miles City Wastewater Treatment Plant and new wastewater treatment plants for the communities of Wolf Creek and Philipsburg. Construction of wastewater collection system improvements are underway for Lewistown and Townsend.

Surveying/Subsurface Utility Engineering (SUE): A multi-year contract with the U.S. Forest Service and SUE contract work to MDT and Jordan Contracting in Butte are two prime projects. A new Trimble R8-3 GPS system further enhances our GPS capability. Division Manager, Tom Stark, PLS, CFedS, passed the Bureau of Land Management Certified Federal Surveyor training course and is now certified to perform federal surveys. Erik Ulmer, PLS, EI, was awarded a Professional Surveyor License from the state of Washington.

Natural Resources: Division Manager, Robert Morton, LEED AP, CGWP, is now on the Board of Directors, and Treasurer of the U.S. Green Building Council Montana Chapter. Projects include the Walking Box Ranch, a UNLV/BLM research facility and visitor center. Montana BLM projects include bridge rehabilitation on the Blackfoot River and two boat dock and ramp rehabilitation projects at campgrounds on Holter Lake. The Miles City BLM Field Office Building addresses energy and accessibility improvements. We have pursued geothermal heating/cooling designs at private residences, a hospital, and campus facilities. On the multidiscipline, design-build VBA Office project outside Helena, we secured LEED Certified status.

Streets, Highways & Drainage: RPA's Streets, Highways and Drainage Division is working on a number of projects in MT, AK, OR, WY, and WA. Our team was selected for another Indefinite Quantity/Indefinite Delivery contract with the Western Federal Lands Division of the Federal



Highway Administration (consecutive contracts since 1996). RPA is also working on a Design-Build contract on Interstate 15 for the MDT. In addition, we are completing a number of projects for cities and counties throughout Montana.

Traffic and Transportation: Our Traffic and Transportation Division continues to provide services throughout the Northwest. We completed the Bozeman and Whitefish Transportation plans along with a number of Traffic Impact Studies. We also worked on a number of corridor studies from urban corridor improvements on US Highway 93 in Whitefish, MT, to a 100-mile-long study for a new roadway in rugged Southeast Alaska. We worked on the MDT's Smart Transportation and Land Use Plan and assisted many communities across the state.



NEW STRUCTURE AND BRIDGE SERVICE

John Schlegelmilch, SE, PE, has joined RPA as the new Structures Division Manager. He brings over 25 years of design and professional consulting experience to the firm. John taught engineering courses at Montana State University. He also owned his own firm in Bozeman and served as a principal at another firm.

John holds a master degree in Structural Engineering and bachelor degrees in Civil Engineering and Land Surveying all respectively from Purdue University. John is based out of the Butte Office and currently resides in Divide, Montana.

