

CHRISTMAS NEWSLETTER

VOLUME 15

DELTA
ENGINEERS, ARCHITECTS, & SURVEYORS



ANTHONY PANICCIA, PE, JD
President & CEO

As I reflect on 2020, I would like to take the time and say **"Thank You"** to all of you for your loyal support of **Delta Engineers, Architects, Land Surveyors, & Landscape Architects, DPC (Delta)**.

2020 has been a difficult year for many. The pandemic and political climate has shown us the harsh realities we are facing – social injustice, a divided nation, job loss, political unrest, and economic uncertainty. Many of our hopes, dreams, and expectations were interrupted. There were challenges on many fronts. However, as Alexandra Elle once said, **"I am thankful for my struggle because without it, I wouldn't have stumbled upon my strength"**.

The pandemic has strengthened the resolve of many, including that of **Delta** and its employees. We have learned to manage our business differently. We have adapted and adopted a work-from-home policy. We have learned to use Microsoft teams and Zoom for daily communications. We respect and follow the guidelines set forth by the CDC. These changes could have had a negative impact on our company and staff. However, they were effectively addressed and overcome by our management team and talented staff.

Socrates said it best, **"The secret of change is to focus all of your energy, not on fighting the old, but on building the new"**. We have learned much from the pandemic and now are looking to continually adapt to change and move forward. We are changing our business model, our technologies, and our approach to allow us to be more competitive with the changing times. This is good. We have had time to pause, reflect, implement, and move forward with strength, courage, and confidence.

MESSAGE FROM THE PRESIDENT

I can best sum up this year and look forward to 2021 with a quote from Albert Einstein - **"We cannot solve our problems with the same thinking we used when we created them"**. So, I ask all reading this, let us dare to be innovators! Let's take chances, make mistakes, fall down, get up, and start again. Change leads to progress, and progress is the key to success.

On behalf of **Delta**, I would like to personally say **"Thank You"** to our hard working, talented employees for your continued support, as well as to our loyal clients for continuing to believe in us!

Wishing you and your families a healthy and prosperous 2021 filled with peace, health, and happiness.

Merry Christmas!

Anthony Paniccia, PE, JD
President & CEO

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National Capital Region

8401 Connecticut Ave, Suite 350
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JAMES MCDUFFEE, PE
Vice President & Chief Operating Officer



OPERATIONS / QUALITY UPDATE



Quality Management System Update

It is a huge understatement to say that 2020 has been such an incredibly challenging year for everyone in so many ways. I am very proud of Team Delta's ability to remain focused on delivering high-quality, on-time services to our clients throughout the many stages of the COVID-19 pandemic, all while dealing with personal stresses unimaginable just a year ago.

Our commitment to our clients and our communities has never wavered, even while mobilizing our 150-person multi-office company to a remote operations model over three days back in March, and while adjusting to the new-world combination of in-office and remote work being performed since.

We are very happy to announce that our office in Schenectady, NY achieved ISO certification in February 2020, and our newest office in Syracuse, NY is now heading toward this certification. In addition, quality audits performed by an Independent Auditor (from DQS Inc.) at all other Delta offices resulted in no findings of non-compliance once again this year.

Our focus in 2021 remains working to improve our level of service to our project partners, including allocating our resources toward any emergent needs resulting from pandemic-related challenges. We very much look forward to the better days ahead, all the while striving to improve our ability to make a positive difference for our clients and our communities. We will get through this, together.

Wishing you and your families a healthy, safe, and joyful holiday season.

For more information call (607) 231-6621, or email: jmcduffee@delta-eas.com

SUPPORT STAFF



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2020 DELTA SUPPORTS OUR COMMUNITIES

We are proud to support many organizations in our communities.

ACHIEVE

- All Saints School
- American Deck Builders
- American Heart Association
- American Lebanese Club Event
- ASHRAE
- BCC Foundation
- Binghamton University
- BOCES Work Readiness
- Boys & Girls Club of Binghamton & Tioga County

Broome-Tioga BOCES ELC Student Leadership Club

- Catholic Charities of Tompkins/Tioga Counties
- Catholic Schools of Broome County
- Chenango Forks Basketball Boosters
- Children's Home of Wyoming Conference
- City of Sherrill
- Community Foundation for South Central NY
- Empire Road Race Series
- Endicott Fire Department
- Endicott Holiday Parade

Greater Binghamton Education Outreach Program

- Hunter Syndrome 5K
- Johnson City Elks Lodge
- Little Italy Endicott
- Lives of Commitment
- Lourdes Auxiliary
- M&T Bank Corporation
- Maine-Endwell Central School District
- Make-A-Wish Central New York
- Mercy House of the Southern Tier



DAVID CHAMBERS
Chief Financial Officer



FINANCE AND HUMAN RESOURCES



Market Rallies on Covid-19 Vaccine News

Early Monday November 9th, as this article was being prepared, drug maker Pfizer and its partner BioNTech announced that an early analysis of the data from their ongoing Covid-19 drug trial found that their vaccine candidate was more than 90% effective in protecting against the novel coronavirus. On that news, the major US stock indexes moved decisively higher at the opening bell before drifting downward throughout the remainder of the day.

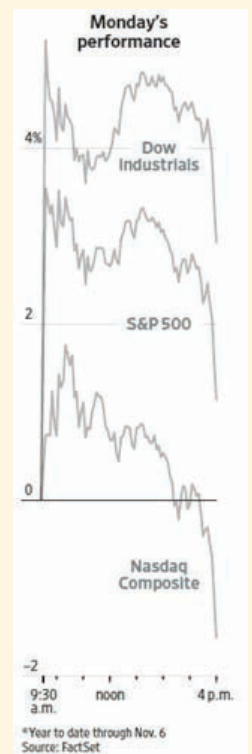
In addition to that report from Pfizer/BioNTech, late-stage trials of vaccine candidates from Moderna and Oxford/AstraZeneca are also quickly coming to their respective ends and Eli Lilly just announced that it had received FDA approval for use of its antibody therapeutic drug in patients diagnosed with Covid-19.

While Pfizer and BioNTech await the collection of additional safety data before the companies can apply to the FDA for Emergency Use Authorization, and there are a number of difficult logistical problems that need to be overcome before the vaccine becomes widely available for use, these results are important to the scientific community beyond their application to Covid-19 in that they prove for the first time that the mRNA technology utilized by both the Pfizer/BioNTech and Moderna teams, which carries genetic instructions to cells and in the case of vaccines instructs them to mount an immune response, not only worked as designed but also significantly shortened the time needed to create a new vaccine when compared to more traditional methods.

The importance of this breakthrough technology to a world struggling with this pandemic cannot be overstated but it is its potential for developing drug treatments of the future that is truly revolutionary.

I wish you all the happiest of New Years and look forward to updating you on our progress.

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 Newark Valley High School
 NY Upstate ASLA
 Oak Hill Ave Improvement Corporation
 Owego Free Academy
 O.L. Davis Fire Company
 PA Remote Area Medical Clinic
 RBI U11 Thunder Baseball Team
 Road to Hope
 Robert Bennett 2020 12U Baseball
 Roberson Museum and Science Center

Saint Francis Ministry
 Sock Out Cancer, LLC
 Southern Tier Scholastic Science Fair
 Spartan Hardwood Booster Club
 Spiedie Fest & Balloon Rally
 Start Up Summit
 SHTI, Inc.
 SUNY Oneonta
 Syracuse University
 The Greater Binghamton Chamber
 The Homesteads

The Retro Run 5K
 Tioga Chamber of Commerce
 Tioga Opportunities, Inc.
 Townsquare Media
 Union Endicott Central School District
 United Way of Broome County, Central NY, Greater Oneida, and National Capital Area
 University Sports Publications
 Vestal Coal House
 Vestal Central School District
 YMCA of Broome County



FACILITIES ENGINEERING

RICHARD SANGUINITO, PE, LEED AP
Vice President/Director of Facilities Services

Professional Organization – In the Forefront of COVID-19

In last year's newsletter, I discussed the importance of getting involved in professional organizations. No matter what your area of expertise is, there is a professional organization established that fosters career development and continuous improvement. As a Mechanical Engineer with experience designing building HVAC systems, the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) is the professional society I chose to become a part of and have been involved in since 1993 (27 years).

Throughout COVID-19, ASHRAE has taken the initiative to provide guidance and HVAC system recommendations to ensure safe building environments. This guidance has been an important source of information on the development and distribution of suggested approaches to address concerns.

ASHRAE started this process by first defining how COVID-19 is transmitted with the support of the Centers for Disease Control and Prevention

(CDC). The CDC identified that COVID-19 is spread mainly from person-to-person through respiratory droplets. ASHRAE has issued several statements on Airborne Transmission in a new ASHRAE Position Document on Infectious Aerosols, and the Environmental Health Emerging Issue Brief titled "Pandemic COVID-19 and Airborne Transmission". This document describes how infectious respiratory droplets are produced when an infected person coughs or sneezes.

Below are a few examples of how this virus can be spread:

- Droplets can land in the mouths or noses of nearby people
- Droplets can land on surfaces and be spread through contact with contaminated surfaces
- When in close contact with an infected person, droplets can be inhaled into the lungs
- The virus may be aerosolized during toilet flush

Within medical facilities, the suggested approach to reduce transmission includes passive isolation per CDC guidance, which includes:

- One patient per room
- Keep the door closed
- Implementing related CDC safety protocols

ASHRAE infection control recommendations strategically utilize airborne infection isolation rooms and provide guidance in medical and public buildings. Some of the suggested approaches include the following:

- Utilizing one airborne infection isolation room for intubation/extubating
- Airflow from clean to less clean
- Increase filtration level if possible. Upgrade to HEPA filters and increase level of filtration from MERV 13 to MERV 14 / MERV 16
- Consider maintaining relative humidity at 40-60% RH. Low humidity levels increase the risk of aerosol transmission

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BROCK MCWHERTER
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- Deactivate or bypass heat recovery wheels and evaluate increasing outside air levels slightly
- Utilize portable ante rooms with HEPA filtration. Evaluate increased room air changes to 15 filtered air changes per hour within a room.

The primary function of all of the professional trade societies focus on research and development and leading the way in the identified industry. ASHRAE has been doing this

for the Building Environments Science since its inception. With recent focus on controlling the spread of COVID-19, ASHRAE has been issuing guidance continuously over the recent months. This guidance has been a valuable resource in addressing current concerns from building owners as of late. It is reassuring that the guidance comes from an established and recognized resource with over 125 years of development.

As I concluded last year and continue to emphasize, it is important to become involved in a professional organization to expand your knowledge and learn about the industry. This is an investment in yourself!

God Bless, Merry Christmas and Happy New Year!

For more information call (607) 231-6605, or email: rsanguinito@delta-eas.com

Reference ASHRAE Healthcare Guide to the COVID-19 © ASHRAE 2020



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Survey Technician



ARCHITECTURE



DAVID ASOFSKY, AIA
Chevy Chase Group Director

Our Chevy Chase Office

2020 has been a year of extraordinary challenges the world over. Thinking back to a year ago, Delta's office in Chevy Chase was entering the Holidays looking forward to the promise of a year of furthering our relationships, both new and old, with clients and colleagues for projects with Federal agencies, local governments and private organizations. Despite the difficulties that the past year has delivered, nearly all of those relationships have survived and strengthened, and new ones have blossomed. We are deeply thankful to these partners for their perseverance and creativity, and their continued faith in Delta.

The crisis of our times, even once it passes, will cast a lasting shadow demanding creative solutions that can act as a bulwark against the rapid spread of dangerous contagions. As architects and engineers, Delta's staff are already playing a role in helping determine what the future of the built environment will be for work and recreational spaces. We are especially proud of our work with local schools, hospitals, and research facilities, and grateful for the opportunity to help each overcome the unique and daunting problems they face for keeping their staff and patrons safe, healthy and

productive. Seldom in Delta's history has our philosophy had this level of importance. "Making it Better Every Day", and our commitment to do so, carries greater meaning as we enter 2021 than perhaps it ever has.

To borrow a quote from John F. Kennedy- "*Like it or not we live in interesting times. They are times of danger and uncertainty; but they are also more open to the creative energy of people than any other time in history*". The Chevy Chase office looks forward to the opportunity to harness our creative energy to continue to help our exceptional clients make 2021 a year of solutions, one that will begin the process of making the memory of 2020 one of trials collectively overcome.

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TRANSPORTATION ENGINEERING



The Long Wait Pays Off

In 2001, the City of Ithaca developed a comprehensive Six Point Traffic Plan that included providing better mobility for travelers wanting to access the southwest area commercial district from the south side of the City. After many years of persistence by City officials to make the project a reality, Delta's Transportation Group was selected in 2014 to perform preliminary and final design for replacement of the existing Brindley Street bridge. The existing bridge was a single lane structure originally constructed in 1938. It had been posted for a 20-ton weight limit since January of 1965. The existing bridge was not historically eligible and was utilized by both vehicular and pedestrian traffic. Due to its narrow width, crossing of the bridge safely was dependent upon opposing users indicating to each other when it is safe to cross.

In addition to the geometric constraints, there had been a significant number of accidents in the immediate vicinity of the existing bridge. The primary location of the accidents occurred at the unsignalized intersection of multiple streets, which in essence was functioning as a non-conventional six-legged intersection. These and other factors created a multitude of traffic conflict points and contributed to the need for the project.

The main objective of the project was to replace the existing single lane structure along Brindley Street with a new two-lane vehicular structure that provided accommodations for both bicyclists and pedestrians. Bridge replacement on the existing roadway alignment, as well as constructing a new bridge on a relocated roadway alignment, were considered during the preliminary design phase of the project.



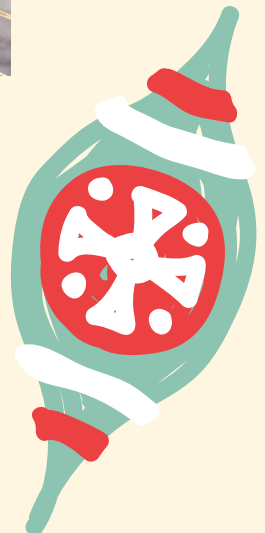
Above and below: Brindley Street Bridge - Ithaca, NY



Following a detailed environmental screening of the preliminary alternatives and an extensive public outreach process the City of Ithaca chose to construct the new bridge on a relocated roadway alignment and also rehabilitate the existing single lane bridge and its approaches for use as a pedestrian path.

The project began construction in spring of 2019 with surcharging of the new roadway embankment area to minimize potential roadway settlement concerns. The majority of the bridge construction was completed in 2020. The new vehicular structure and pedestrian bridge/path were open to traffic in October of this year.

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Construction Supervisor



DANIIL LAVRINOVICH
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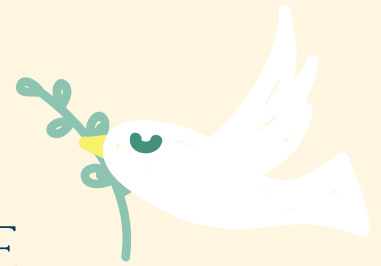
KAMDIN MABY
Intern



MICHAEL HAAS, RLA
Director of Landscape Architecture



LANDSCAPE ARCHITECTURE



Innovative Green Infrastructure

State and federal funding support of infrastructure improvements are critical to our local and state economy. Many of our client's depend upon this funding for their enhancements. We have been successful in assisting many of these municipal, private and non-profit clients with a variety of grant opportunities through the Consolidated Funding Application (CFA). Regional competition for over \$525 million have been focused annually on the CFA to bring these dollars back home.

There are over 30 programs available through 12 state agencies. The Environmental Facilities Corporation Green infrastructure Grant Program (GIGP), has particularly given us the ability to creatively apply our knowledge and experience to overcome challenges and demonstrate innovative ways to address local flood management and regional storm water issues.

Three very different projects have progressed through feasibility and design. The green roof at 73 Court Street was completed for a private client that sought to replace his flat roof with a functional space to compete for high-end tenants in the heart of downtown Binghamton, NY. The project includes a wooden rooftop patio and water harvesting system to supply future bathrooms with non-potable water for toilet flushing.

Also located in downtown Binghamton, we have been working closely with Broome County to make the Government Plaza more sustainable. Among the key improvements to be highlighted in this civic space are green roofs, stormwater planters, stormwater harvesting and reuse, a cafe space and a stage with a solar canopy. All of the hardscape improvements will reuse existing granite paving salvaged from the building's upper plaza, reducing construction costs. This transformative project incorporates significant, innovative green infrastructure solutions into the improvement of this iconic building complex.



Government Plaza - Binghamton, NY



73 Court St. Green Roof - Binghamton, NY

In 2019, we successfully assisted the Waterman Conservation Education Center in Apalachin, NY with an application to transform their interpretive site with green infrastructure. Vital to their Mission, these stormwater practices will provide families and members with practical examples of current technologies to implement in their homes and businesses and provide children with first-hand exposure to sustainable initiatives. The practices employed include:

- Pervious pavement options for parking
- Bioretention basins for stormwater quality
- A demonstration green roof
- Rainwater harvesting system for toilet recharge
- Rain gardens at downspout discharge
- Functioning wetland for outdoor programs
- Meadows to reduce maintenance and naturalize the site

For more information call (607) 231-6631, or email: mhaas@delta-eas.com

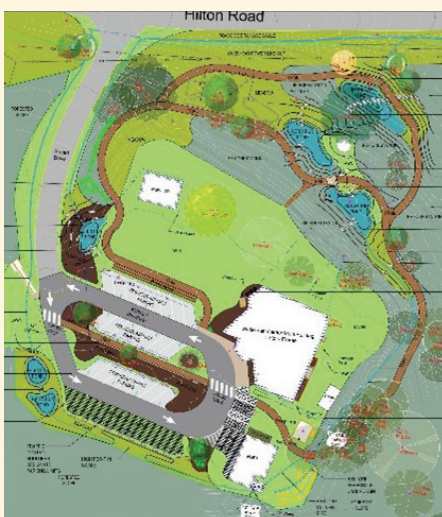
LANDSCAPE ARCHITECTURE STAFF



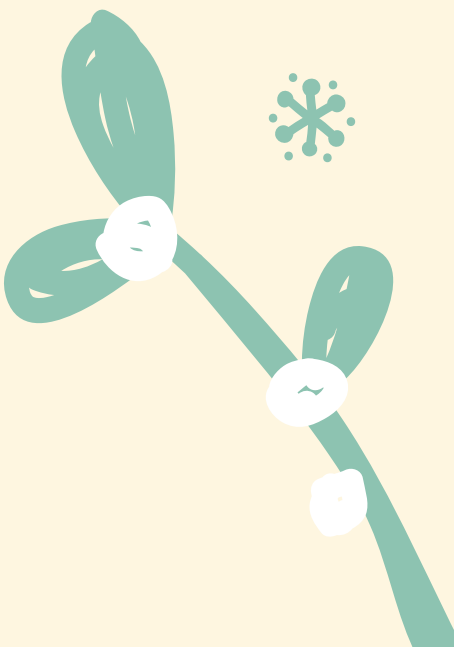
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Waterman Center Green Infrastructure - Apalachin, NY





AARON FALKENMEYER, PE
Vernon Group Director

CIVIL ENGINEERING

SURVEY & MAPPING



Our Vernon Office

During the holidays we often enter a time of reflection on the events of the past year. At the start of this year none of us could have imagined what unique challenges 2020 would bring. However, amid all the adversity this past year brought, there have been many "silver linings". Here at Delta we began working remotely in March as the quarantine began. Thanks to our amazing IT team we were prepared to face the challenge. Design and production on our projects continued with little, if any, issues and our clients' needs were consistently met. Our team was able to stay in continuous contact with each other while honing our ability to work collaboratively in a virtual environment.

We continued to rely on each other for technical support, and the occasional, and much needed, social interaction that we were all missing. One of my personal "silver linings" came from the additional uninterrupted family time spent with my two teenagers. It was not lost on me that with them headed off to college soon this extra time was truly a gift!

As challenging as this past year has been, I hope you are all able to look back on this time with some fond memories of your own "silver linings" and recall how far we have truly come. As we

look ahead to the new year, it is my fervent prayer that you and your loved ones come through these times healthy and with a renewed appreciation for each other and life!

From the Delta Team in the Vernon Office, we wish you and yours a safe and Merry Christmas and many blessings in the New Year!

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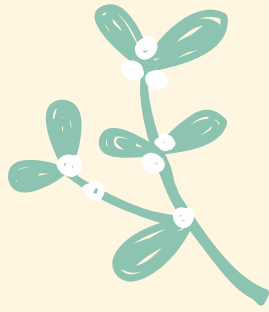


JENNIFER KEIL
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SPECIALTY PRECAST



National Precast Concrete Association's 55th Annual Convention

Recently I attended the National Precast Concrete Association's 55th annual convention. Due to the worldwide Covid-19 Pandemic it was the associations first virtual convention. A significant amount of information relevant to the construction industry was shared by top leaders, and plenty of committee work was accomplished. During the convention, we also heard from a couple amazing speakers. First, was the Keynote Speaker Secretary Elaine L. Chao, U.S. Department of Transportation. The second speaker was Ken Simonson, Chief Economist, Associated General Contractors of America. I would like to share with you some of the key highlights of what each speaker had to say about the construction industries recovery that has been hit hard by the pandemic.

Secretary Elaine L. Chao, U.S. Department of Transportation shared this information:



Secretary Elaine L. Chao

- Fixing America's Surface Transportation or FAST Act was recently extended through September of 2021 essentially extending funding through next year.
- Highway Trust Fund is down 13% in 2020, due to the pandemic and lack of driving

which reduces the gas taxes collected.

- A meaningful Infrastructure bill will likely pass in 2021. Depending on the election if Democrats have control it is expected the proposed bill would likely be larger with plenty of extra funding. However, if Republican's have control it is expected the proposed bill would be smaller with less funding.

Ken Simonson, Chief Economist, Associated General Contractors of America Discussed his views:



Chief Economist, Ken Simonson

- The construction industry will likely have a slower rebound than other sectors as business owners as well as consumers await certainty and repair of balance sheets.
- Best private project prospects: additions, local distribution centers, data centers.
- Best public project prospects: depend on Federal funding and outcome of the election.
- Additional highway funding is likely, other infrastructure remains uncertain.
- Less State and local building construction,

including higher education.

- Less demand for retail, offices, cultural facilities, sports, entertainment, lodging and travel related projects.
- Very little long-term change in outlook for K-12 education, water/sewer, federal.

All in all, the virtual convention was well worth the time invested to attend. In general, both speakers were very informative, but they painted a fairly bleak picture with an estimated 12 to 18 months +/- of hard times for the economy and small businesses.

Have a blessed Christmas and Happy New Year!

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ENVIRONMENTAL



Should I Be Concerned About Radon Levels in My Home or Business?

Radon is a natural occurring, radioactive, noble gas that is odorless, colorless and tasteless. It is formed as a part of natural (radioactive) breakdown of uranium or thorium. These elements are found in small amounts in most rock, soil and water throughout the world. If radon is the naturally occurring and ubiquitous in the environment, why should you be concerned? Radon enters into homes/structures through cracks in the foundation, walls, slabs, and joints; and should be cause for concern, as it is the 2nd leading cause of lung cancer in the US, behind smoking. Radon is normally found at very low levels in outdoor air with an average outdoor air concentration of 0.4 pCi/L in the US. Soil gas infiltration aka soil vapor intrusion (the process by which volatile chemicals move from the subsurface source into indoor air of overlying buildings), is the main source of residential radon, with an average annual concentration of radon of 1.3 pCi/L in US homes.

NYS – EPA Radon Regulations

In NYS, Radon is regulated under NYCRR Title 10, Section 16.130, which mandates measurement reporting for Radon Testing Firms. NYS law also requires homeowners and real estate agents to disclose radon test results or information

to potential buyers. The EPA has set an action level of 4.0 pCi/L. At or above this level of radon in indoor air, the EPA recommends you take corrective actions to reduce your exposure to radon. In NYS, the average concentration of radon from basement and 1st floor testing is approximately 5.1 pCi/L and 3.9 pCi/L statewide. In Broome County, of the 3,400 homes tested the average basement radon level s 5.9 pCi/L. First floors in Broome County (1,119 homes tested) averaged 2.8 pCi/L.

What can you do?

Testing is the only way to find out your home or business's radon levels. The EPA recommends using a short-term (at least 48 hours) or long-term (more than 90 days) test within the lowest living level of your home. For schools or large structures, we recommend testing following the protocols outlined in the American National Standard (ANSI/AARST) MALB 2014, which addresses the complexity of testing large buildings. If you already have test results that indicate radon levels at/above 4.0 pCi/L, mitigation may include sealing cracks in the foundation, adjusting HVAC system to

maintain positive pressure, or installation of a radon mitigation system, which essentially prevents vapors from entering a building, may be warranted.

What can Delta do?

Delta's Environmental Group includes several certified Radon Measurement Professionals, who can assist you in determining the best sampling plan, execution of sampling, and interpreting results. We are happy to provide you with a no-cost estimate for radon testing of your home, office, school or manufacturing facility. While Indoor Air Quality Evaluations typically include "standard" testing parameters (relative humidity, CO, CO2, mold, particulates, etc.), don't forget about the Radon when you evaluate your structure for the safety of your employees, family and friends.

For more information on Radon testing, contact a Delta Environmental Professional today.

For more information call (607) 231-6676, or email: rcherevko@delta-eas.com

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JOSEPH SEYMOUR
Industrial Hygienist Technician



MICHAEL DROBAK
Industrial Hygienist Technician



SHAWN MAY
Industrial Hygienist Technician



GREGORY UMBRA
Industrial Hygienist Technician



MARC MALIZIA
Industrial Hygienist Technician





DANIELLE NAYLOR
Marketing Manager



BUSINESS DEVELOPMENT



Merry Christmas from the BD Team!

2020 has been an unimaginably tough year for all. We have each been faced with uncertainties that we could not have anticipated that have affected so many aspects of our lives. As 2020 begins to come to a close, I cannot stress enough how thankful I am to have been surrounded by such a positive, supportive group of individuals through these challenging times.

Under the leadership of Delta's President and senior management, Delta has remained strong and has overcome obstacles to navigate this global pandemic. We have continued to deliver excellent service to our clients, take on new projects, and work collaboratively in this new, virtual environment.

Despite the obstacles presented, the Business Development team has chosen to make it a priority to learn new skills and take on additional challenges. As a new team leader adjusting to changing responsibilities in the midst of Covid 19, I am grateful to have a strong team that is so willing to adapt to change and that continues to exceed my expectations. Together, we have prioritized communication and become an even more unified force than we were previously.

Thank you for your continued support of Delta Engineers, Architects, & Surveyors. Each year end marks a new beginning and an opportunity for a renewed outlook on life.

May the year ahead be a year of happiness, good health, peace and prosperity for you and your loved ones.

For more information call (607) 231-6667, or email: dnaylor@delta-eas.com

BUSINESS DEVELOPMENT STAFF



SHALENE FIEHL
Senior Marketing Coordinator



MADELINE BYRNE
Marketing Coordinator



BRITTANY RYAN
Marketing Coordinator



RODNEY LEWIS, PE
Schenectady Group Director



OUR SCHENECTADY OFFICE



Greetings from Schenectady! I hope this finds you and your loved ones healthy and safe. This holiday season, more than any other I can remember, I find myself reminiscing. And the things I remember and miss the most are not memories of presents or parties but of being with my family and friends. Gathering around a barbeque, or a bonfire, a birthday cake or ball game. Just being together. This has been a very difficult time for all, but it has given us the opportunity to remember what is important.

Like so many others we shifted to working remotely in March. But even through the challenging working conditions we stayed focused and productive. A tribute to our dedicated staff and the support of our entire organization. We delivered on time submissions and maintained and supported several

construction projects. We were reminded how important communication is and discovered new ways to do it. Not just work conversations but talking with our fellow employees and colleagues about their lives. We developed new ways to do things and improved on others. Coordination became even more critical, keeping everyone on the same page, informed and working together. We learned how to be a better team! And this experience has improved us and our abilities to serve you better going forward.

We have also expanded the services offered out of this office with the addition of Rose Helmer and Daniel O'Neill, both Assistant Landscape Architects. We welcome Rose and Daniel and look forward to providing their experience and talents to our clients going forward.

As always, we thank you for your continued loyalty and look forward to working with you in the coming year. From our team here in Schenectady, we wish you and your loved ones a safe and healthy Christmas and New Year.

We wish you and your loved ones the happiest and healthiest of holidays and a great 2020.

For more information call (518) 690-0046, or email: rlewis@delta-eas.com

SCHENECTADY STAFF



DAVID NEWTON
Senior Project Engineer



ZENA LOMONACO-MOTYL
Office Administrator



COLLEEN MULROONEY
ITS Manager



INFORMATION TECHNOLOGY



Crisis Lessons Learned

Last year at this time I was working with our leadership team to develop our ITS Strategic Plan for 2020, the key component for that plan was to complete a revision of our Business Continuity and Disaster Recovery Plan to ensure that it provided enough detail that it could be executed without my team if needed. The second key component of that plan was to complete the rollout of our remote access solution which the BCDR Plan would depend on to be successful. According to our strategic plan, it would take the entire year to complete both projects. Just three months later, the Governor sent us home to work. The directives came out so quickly that we sent the majority of our employees home on the same day.

I will never forget what it felt like to know that everyone was depending on me to be prepared for a scenario that we had not included in our plan. We had planned for scenarios that included the loss of a single office, where we would need to disperse employees to different offices, and have some working from home, not a scenario where every employee would need to work remotely at once. We also had not considered a global pandemic and the impact that would have on the supply chain for getting the resources that we need to function, much less the loss of employees to sickness or worse.

What do you do when the entire company is depending on you in a crisis?

- **Set Realistic Expectations:** We knew that we had not prepared for this specific scenario and we knew that we might not be prepared to support 100% remote work. We let people know that and provided a Plan B that we would follow if that happened.
- **Embrace Uncertainty:** Things did not go according to plan. We learned to accept that that would be our reality and we made sure to communicate those changes clearly as they happened.
- **Prioritize Ruthlessly:** The most overwhelming part of leading through a crisis is that everything feels urgent to everyone. Clearly identifying the parts of your original plan that can wait helps to clear your brain from processing them as overdue while you focus on the highest priority items.
- **Meet on a Schedule:** We made a communication plan for Who, What, When & How and stuck to it even when that communication was simply an opportunity to talk about something other than work. In our case, those daily meetings functioned as a support system as we all tried to cope with being quarantined at home and supporting our co-workers through all the challenges, they faced trying to get work done outside their comfort zone.

- **Put People First:** This pandemic created an impossible situation for everyone. Remembering that the most important thing is that we are doing our part to keep everyone safe and healthy has helped to maintain perspective on what matters.

I am thankful that we have made it this far, that everyone has remained healthy and that we were able to send everyone home and continue operations without interruption. We don't know what the upcoming year has in store for us, but the plans we laid out at this time last year helped us to navigate the uncertainty of 2020, so I am sitting in front of my computer doing the same thing that I did last year and doing my best to plan for whatever lies ahead. I wish you and yours a healthy holiday season.

For more information call (607) 231-6624, or email: cmulrooney@delta-eas.com

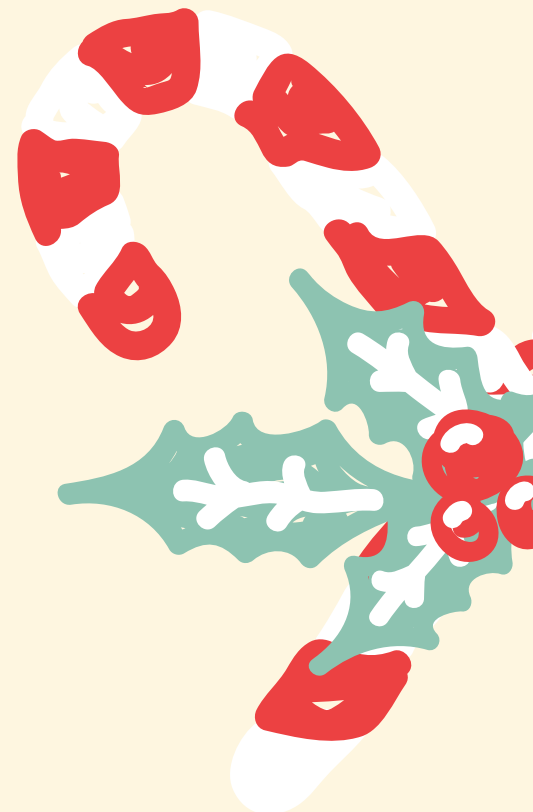
INFORMATION TECHNOLOGY STAFF



JASON MEDOVICH
Senior System Administrator



SAM CAIN
Computer Support Specialist





STEPHEN SHERIDAN
Director of Ecological Services

Our Syracuse Office

It is hard to believe that a year ago we were in the final stages of merging with Delta. We have settled into our new office and have started working with the other groups here in Delta as well as working for our existing clients and new ones. It is my hope that new or existing clients have received the same or better service since we merged with Delta.

In 2020, the federal government issued the Navigable Waters Protection Rule on April 21, 2020 and it became effective on June 22, 2020. This rule defined water of the United States in four categories:

- Territorial seas and traditional navigable waters
- Tributaries of such waters
- Certain lakes, ponds, and impoundments of jurisdictional waters
- Wetlands adjacent to other jurisdictional waters



ECOLOGICAL SCIENCE



Additionally, this Rule identifies what is not a Waters of the United States, these include:

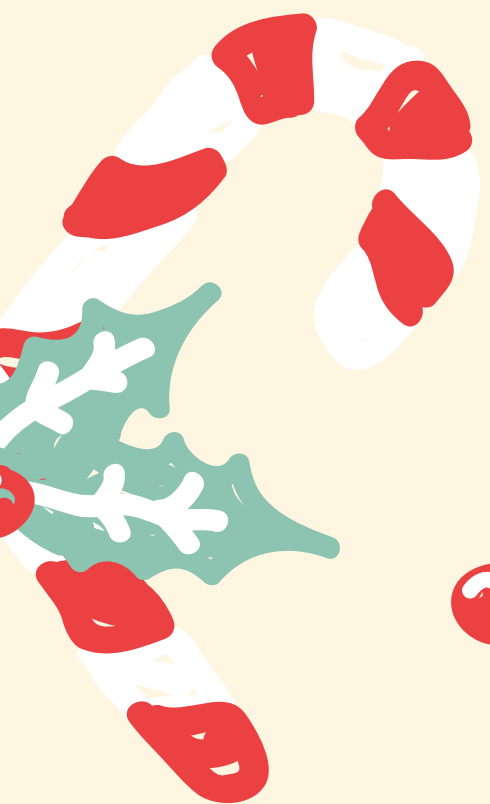
- Groundwater
- Ephemeral features that flow only in direct response to precipitation
- Diffuse stormwater runoff
- Ditches
- Prior converted cropland
- Artificially irrigated waters
- Artificial lakes
- Water-filled depressions constructed or excavated incidental to mining or construction activity
- Water-filled pits excavated for the purpose of obtaining fill, sand, or gravel

Implementation of this rule has been challenging for the federal government and lead to questions from the regulated public.

We are excited for 2021 to arrive. The Syracuse Office is aiming to be ISO certified in April.

From the Delta Team in the Syracuse Office, we wish you happy holidays and a healthy and prosperous New Year.

For more information call (315)695-7228, or email: ssheridan@delta-eas.com



SYRACUSE STAFF



ELIZABETH MACEWEN
Environmental Scientist



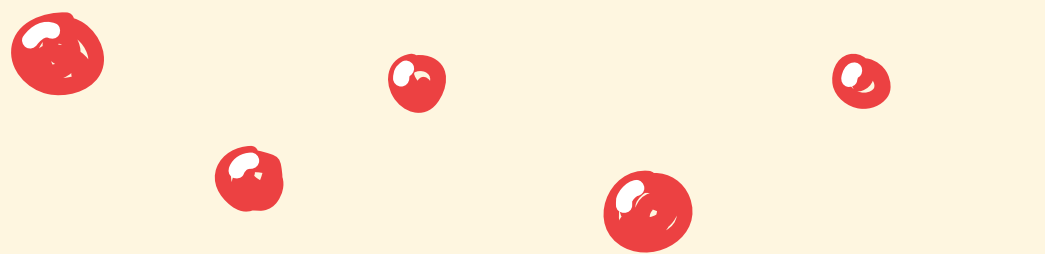
SHANNON BOOTH
Environmental Scientist



AARON GOODELL
Environmental Scientist



ROSE ANN GELLER-WHITE
Office Administrator



DELTA'S CORE PRINCIPLES IN ACTION



Since this year did not allow us to have as many events as we normally do, we worked collectively as a company to make the best of it!



Above from left to right: Roberson Christmas Tree Decorating; Wear Red Day; New Syracuse Office & Team; Greater Binghamton Chamber of Commerce Filming; Summer Cookout; NYSCHSA Winter Conference; Chevy Chase Teams Meeting



An ISO 9001:2015 Certified Company

delta-eas.com

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 Chevy Chase, Maryland 20815

New York State Capital Region
 220 Harborside Drive, Suite 202
 Schenectady, New York 12305

DELTA
 ENGINEERS, ARCHITECTS, & SURVEYORS

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