

# Christmas Newsletter

VOLUME 16



**ANTHONY PANICCIA, PE, JD**  
President & CEO

As I reflect on 2021, 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**.

2021 seems to have been a rewind of 2020. It has been a difficult year for many. The pandemic has placed many of our hopes and dreams on pause. Do we lose faith? Do we get discouraged? Of course, we do. But we must never give up. We must persevere. We must move forward. Tony Gaskins once said, "Trust the process. Your time is coming. Just do the work and the results will handle themselves."

The pandemic continues to challenge each and every one of us every day. We are continually learning to manage our businesses differently. In 2021, we faced many hurdles, many challenges, and many decisions. To overcome all this, I thought, would be very difficult. However, this was manageable due to the talented, engaging, creative staff and their out of the box thinking! As Joshus J. Marine once said, "Challenges are what make life interesting; overcoming them is what makes life meaningful." Our team was exceptional throughout the year and continues to be a ray of sunshine each day.

I am sure we would all like to place the past 21 months behind us. I know I am looking forward to 2022. To me, it's like the anticipation of Spring, amidst a long, dreary, cold winter. In speaking with my colleagues, we all see a glimmer of light at the end of the tunnel. Each day the light gets brighter and brighter. Will we face challenges? Yes. Will we have to continually adapt to change? Yes. We will get through it. As John Maxwell has said "Change is inevitable. Growth is optional." We must all continue to grow in order to move forward.



I can best sum up this 2021 by looking to 2022 with a quote from Mahatma Gandhi that states "The future depends on what we do in the present." So, I ask all reading this, start by changing ourselves, our business models, our communities, and eventually, our world.

I would like to say "Thank you" to our hard working, talented, and dedicated employees. On behalf of **Delta Engineers, Architects, Land Surveyors, & Landscape Architects, DPC**, we would like to say "Thank you" to our clients who have continued to believe in us!

Wishing you and your families a healthy and prosperous 2022 filled with peace, health, and happiness.

MERRY  
*Christmas*

Anthony Paniccia, PE, JD  
President & CEO

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## OFFICE LOCATIONS

### Greater Binghamton Region

860 Hooper Road  
Endwell, New York 13760

### Syracuse Region

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Vernon, New York 13476

6700 Thompson Road  
Syracuse, NY 13211

### New York State Capital Region

220 Harborside Drive, Suite 202  
Schenectady, New York 12305

### National Capital Region

8401 Connecticut Ave, Suite 350  
Chevy Chase, Maryland 20815



**JAMES MCDUFFEE, PE**

Senior Vice President & Chief Operating Officer

# Operations/ Quality Update



## Quality Management System Update

Throughout 2021, Team Delta continues to remain focused on delivering high-quality, on-time services to our clients, through a seamless combination of in-office, remote, and hybrid work.

We are very happy to announce that our newest office in Syracuse, NY achieved ISO certification in April 2021, helping us meet our goal of having all Delta offices and service lines ISO certified.

Our commitment to our "Improvement Culture" has strengthened over the past year through each of our groups implementing team-wide and individual development strategies. We have

also raised our game via the creation of two new Delta roles: an Innovations Leader and a Software Engineer. Both individuals are already pushing our capabilities to new levels. Finally, as part of our focus on developing future leaders, we've dedicated considerable effort to exploring and defining important leadership concepts with a group of dedicated and interested team members from across our company.

Our focus in 2022 will remain continually improving 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 better, healthier, and more peaceful days ahead, all the while striving to improve our ability to make a difference for our clients, our team members, and our communities.

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](mailto:jmcduffee@delta-eas.com)

## SUPPORT STAFF



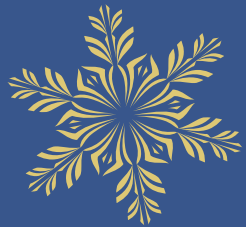
**DOREEN MCGOWAN**  
Administrative Assistant



**KIM SEAVEY**  
Administrative Assistant



**REBECCA DIORIO**  
Administrative Assistant



# 2021 Delta Supports Organizations In Our

*We are proud to support many organizations and events in the communities we serve.*

### ACHIEVE

- All Saints Catholic School
- Baden-Powell Council, Boy Scouts of America
- Binghamton City School District
- Binghamton University Forum
- Boys & Girls Club of Western Broome
- Broome Community College Foundation, Inc.
- Broome County Arts Council
- Broome County Festival of Lights
- Catholic Charities

### Chenango Forks Central School District

- David Fillers Scholarship Fund
- Dick's Sporting Goods Open
- Duca Degli Abruzzi Lodge #443
- Empire Road Race Series
- Future 14, a JA Company
- Greater Binghamton Chamber of Commerce
- Greater Binghamton Education Outreach Program
- Habitat for Humanity

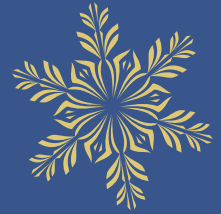
### Herkimer 9 Foundation

- Kali's Klubhouse
- Kopernik Observatory & Science Center
- Lee Wiegand Memorial Cornhole Tourney
- Literacy Volunteers of Broome/Tioga County
- Little Italy Endicott
- Lives of Commitment
- Loudens Women's Shelter
- Lourdes Auxiliary
- Maine-Endwell Central School District



**DAVID CHAMBERS**  
Chief Financial Officer

# Accounting



## Are We Overextending?

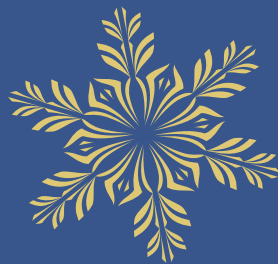
It is a long held maxim in both exploration and war that a party that outruns its supply lines places its very survival at risk and the current energy policy of the United States is now so focused on its zero-emissions objective that it is in danger of starving the economy to death while it strives to get there. According to the U.S Energy Information Administration, 60% of the electricity generated in the country is still sourced from fossil fuels (with an additional 20% coming from nuclear energy) and both the regulatory regime and the Environmental, Social, and Governance (ESG) movement are actively working to dismantle our access to both sources. In addition, the successful build out of "green"

replacement systems is endangered by activists opposing the development of new means of moving the energy generated from renewable sources to the areas where it is most needed – see the Maine voters' recent rejection of a \$950 million power line for hydro-sourced electricity Imports.

Even Larry Fink, one of the foremost apologists for the ESG movement and the founder, chairman and CEO of BlackRock, the firm trusted to manage more money than any other investment company in the world (which gives the firm enormous power over the global financial system), acknowledged in a recent interview on CNBC that the transition from a

"dark-brown energy" world to a "bright-green energy" world will not happen overnight, but instead will be a progression through light-brown, neutral, and light-green stages. Those words are prophetic and should be heeded, as it has always proved short-sighted to sever old supply lines before making sure that new ones are truly in place.

For more information call (607) 231-6630, or email: [dchambers@delta-eas.com](mailto:dchambers@delta-eas.com)



## ACCOUNTING STAFF



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Project Accountant



**THOMASINA PASQUALE**  
Project Accountant

# Community

Make-A-Wish Foundation - Central New York  
Mercy House of the Southern Tier  
National Fire Safety Council  
Newark Vally Central School District  
O.L. Davis Fire Company  
Otsego County Chamber of Commerce  
Owego Hose Team, Inc.  
Roberson Museum and Science Center  
Seton Catholic School  
Stable Movements

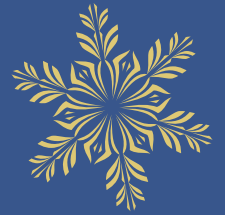
Sullivan County Partnership for Economic Development  
Syracuse University  
Teddy's Golf Tourney  
The Greater Binghamton Chamber of Commerce  
The Oneontan  
The Spiedie Fest & Balloon Rally  
Things Of My Very Own  
Tioga County Chamber of Commerce  
Townsquare Media  
UHS Foundation

Union-Endicott Central School District  
United Methodist Church - Endwell  
United Way of Tioga County  
Vestal Central School District  
Vestal Elks Lodge  
Vernon-Verona-Sherrill Little League  
YMCA of Broome County



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

# Facilities Engineering



## Teamwork Fundamental - Communication

Over the past year we have been involved in so much remote work and because of this, communication has proved to be a fundamental component of a good team. But what do we mean by communication today?

In the past when I worked with team members, I was able to observe teammates as the work was being completed. I met in person with the team members. We had individual and group team conversations in person. I listened to them. They listen to me. But most of all I was able to observe them, and they were able to observe me. That is the one thing that made teamwork so powerful.

I believe there are three dimensions to communication:

- The first dimension is verbal where we are physically hearing the sound. This is a phone call. We get one perspective of the conversation. The audio only conversation.
- The second dimension is visual. This is seeing the person, speaking, and watching their face and mouth move. This dimension can be provided through the virtual meetings if the person turns on their camera. Personally, I believe the cameras should be on during all virtual meetings if your bandwidth can

support it. It shows you are engaged in the conversation.

The third dimension is the unspoken. A person can tell how the team is interpreting the conversation by watching the non-verbal cues provided by the team member as they speak. Likewise, the team members can observe cues offered by the presenter to assist in understanding the speaker. It is these non-verbal cues from physical conversations that convey whether the concept is understood or not. This is the feeling part of the conversation. This can best be done in person.

With so many virtual meetings over the past year and a half, much of the personal interaction has diminished. Yes, we see and hear the team members on the computer, but did you feel that the conversations and what was discussed was understood by the team members in full? Did the team really get it?

I compare this to conversations I have with my wife at times. I listen to her as she speaks but I can be preoccupied with another task at times. She says I do not hear her. Then I will repeat exactly what she said word for word back. So, I did hear her audibly. I realize now after many years she wants the all three

dimensions of the conversation.

When COVID hit in March 2020, we all went virtual. This was an immense paradigm shift in our communications. We all have, and still are, learning new platforms to communicate virtually. (TEAMS, SKYPE, GO TO MEETING, ZOOM, JOIN ME, WEB EX, ZOOM, etc.).

I am working on a project now with many team members. Because of the distractions, background noise, and connection issues, the decision was made to hold the meetings in person whenever possible instead of virtually. We needed to bring back the unspoken communication of these meetings with so many team members. Even with masks, most of the unspoken is captured by the team members to complete the three dimensions of communications.

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

## FACILITIES STAFF



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**JEREMY DEARING**  
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**JESSUP DUMOND**  
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**JAMES KAPUSCINSKI**  
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**LOGAN KOLEHMAINEN**  
*Assistant Engineer*



**GIANNA RULLO**  
*Co-Op Intern*

# Architecture



**DAVID ASOFSKY, AIA**  
Chevy Chase Group Director

## Chevy Chase Office

2021 has been a year of extraordinary challenges all over the world. 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 2022 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 2021 one of trials collectively overcome.

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## CHEVY CHASE STAFF



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**SHAUNI JONES**  
Senior Architectural Designer



**LOUIS ARRIAZA**  
Assistant Architectural Designer



**JUSTIN DEAN-HUNTER**  
Assistant Architectural Designer



Above: Wheaton Library & Community Recreation Center



**JOSEPH MIECZKOWSKI, PE**  
*Director of Transportation Services*

# Transportation Engineering

## Investment in our Infrastructure

The United States congress recently announced agreement on a once in a lifetime infrastructure bill. The legislation includes approximately \$550 billion in new federal dollars for America's roads and bridges, water infrastructure, resiliency, internet, and more. The bill hopes to grow the economy, enhance competitiveness, create good jobs, and make our economy more sustainable, and resilient.

The bill specifically invests in the following:

- Public Transit
- Passenger Rail
- Road, Bridges, and Major Transportation Infrastructure Projects
- Water and Wastewater Infrastructure
- Access to Reliable High-Speed Internet
- Clean Energy Transmission and Electric Vehicle Infrastructure
- Electrifying School and Transit Buses
- Creating a New 21st Century Electric Grid

### Roads, Bridges, and Major Transportation Projects

One in five miles, or 173,000 total miles, of our highways and major roads and 45,000 bridges are in poor condition. Bridges in poor condition create increased challenges in rural communities, which often may rely on a single bridge for the

passage of emergency service vehicles. The new bill will invest \$110 billion of new funds for roads, bridges, and major infrastructure projects, and re-authorize the surface transportation program for the next five years building on the surface transportation reauthorization bills passed earlier this year. This investment will repair and re-build our roads and bridges with a focus on resilience and safety for all users, including cyclists and pedestrians. The bill includes a



*Above: City of Corning Bridge Street Bridge Rehabilitation*  
*Below: Village of Sherburne Pedestrian Bridge*



total of \$40 billion of new funding for bridge repair, replacement, and rehabilitation, which is the single largest dedicated bridge investment since the construction of the interstate highway system. The bill also includes around \$16 billion for major projects that are too large or complex for traditional funding programs but will deliver significant economic benefits to communities.

New York State is expected to receive \$170 billion in funding with the following breakdown:

- \$11.5 billion for roads and highways, \$1.9 billion for bridge repairs
- \$142 million for electric vehicle charging infrastructure
- Airports - approximately \$1 billion
- Passenger Rail: \$59 billion.
- Drinking Water: \$90 billion
- Mass Transit: \$9.8 billion

For more information call (607) 231-6670, or email: [jmieczkowski@delta-eas.com](mailto:jmieczkowski@delta-eas.com)

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*Senior Project Engineer*



**BRIAN HAAS, PE**  
*Engineer*



**WILLIAM SEAMAN, PE**  
*Senior Traffic Engineer*



**STEVEN SMITH**  
*Senior Technician*



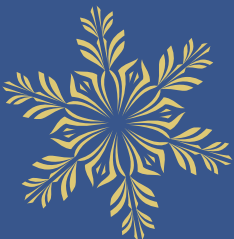
**DENNIS WILSON, PE**  
*Construction Supervisor*



**DANIIL LAVRIONOVICH**  
*Assistant Engineer*



**PHILLIP MURPHY, PE**  
*Project Coordinator*





**Christopher J. Maby, CPESC**  
*Director of Civil Engineering Services*

# Endwell Civil

take over leadership of the Endwell Civil Group and expand our site design efforts locally. I am proud to say that Delta is part of the team designing and building the FedEx Ground Facility in Kirkwood, NY that is slated to open in 2022. The facility will bring more than 150 new high paying jobs to our area. There will likely be an increase to some extent in other local businesses – housing, dining, etc. This project is a win for everyone in our area!

you will, that a vaccine was developed in record breaking time. To me, that's great to hear. I hope it helps to incentivize our leaders to put an even larger effort into empowering those with the ability to develop vaccines or improved medications for the many other illnesses that we humans battle.

For more information call (607) 231-6625, or email: [cmaby@delta-eas.com](mailto:cmaby@delta-eas.com)

## 2021 – What a Year!

There always seems to be time for venting or posting a rant but not so much on reflection. My perspective on the last year is below with a couple of items from 2021 with a focus on GOOD...

- Delta provided me the opportunity to
- My different perspective on a political hot potato – the Covid vaccine. Instead of debating its merits or pitfalls, ponder if

## ENDWELL CIVIL & SURVEY STAFF



**ROGER HOLMES, PLS**  
*Director of Survey & Mapping Services*



**GRANT MCHUGH, PLS**  
*Professional Land Surveyor*



**MARK FRAILEY**  
*Survey Technician*



**KYLE CHAMBERLAIN**  
*Survey Technician*



**SARA PICKETT**  
*Survey Technician*



**STEVEN SANYSHYN, CSI**  
*Engineer*



**KAMDIN MABY, CSI**  
*Technician*

# Landscape Architecture



During these challenging times where people have been urged to social distance and change their habits of recreation, there exists a silver lining in all of this change. That is the ability to safely recreate outdoors. The need to protect our nation's precious natural resources has grown ever more pressing, and Delta is helping to deliver real results – providing access to the outdoors for people of all backgrounds, protecting clean drinking water, stemming the effects of climate change, and providing critical public spaces to safely socialize within. The Great American Outdoors Act was signed into law late in 2020. This new law will permanently and fully fund the Land and Water Conservation

Fund (LWCF) and provide funding to address the maintenance backlog in our national parks and other public lands.

### Parks and Public Spaces

As I reflect on the past year, I am encouraged at the number of public open space projects we have been involved with. With a supporting team of our architects, structural and mechanical engineers, and working with civic leaders, these spaces have met with immediate success.

Three community-oriented projects have progressed from feasibility and design to implementation. The Deposit Community Park was completed with Environmental Protection Funds through New York State Parks. This has been a great success to the community with the addition of a Little League field, accessible playground, paved perimeter trail and restroom/concession/pavilion building.

The Waverly Glen Park Improvement project in Waverly, New York boasts a beautify 60 foot waterfall within a century old public resource. Among the key improvements completed in this beautiful natural refuge are; stormwater planters, paved accessible trails to the falls and



**Michael Haas, RLA**  
*Director of Landscape Architecture*

adjoining State Park Reserve, performance space, new restrooms parking and native plantings. The 1930 steel truss picnic pavilion was fully restored and has provided an added revenue source and amenity to the Village and their summer youth programs.

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

## LANDSCAPE ARCHITECTURE STAFF



**ROSEANN HELMER**  
*Assistant Landscape Architect*



**DANIEL O'NEILL**  
*Assistant Landscape Architect*



Above: Deposit Community Park



**Daniel Faldzinski, PE**  
*Director of Civil Engineering Services*

# Vernon Civil & Survey

The holiday season offers a time of reflection and appreciation for all the good fortune realized, small and large. For the Vernon Office employees, it was a year of blessings and memories that included a marriage, a newborn addition to a family, and other joyous milestones of life. Looking back throughout the year, few of us could have imagined some of the challenges that would be brought about. However, by facing these challenges and overcoming them, we tend to grow stronger, wiser and more compassionate. Here at Delta, we embraced the challenges that came about from continued work under COVID protocols. Many meetings that normally would have occurred in person, face to face, were done remotely. Client planning meetings, municipal board meetings, construction progress meetings, etc. were attended using collaborative programs such as Zoom and Teams. This tested our ability to communicate and disseminate information as effectively as we had done in the past, and to provide the same service quality that our clients

have grown accustomed to. This gave way for the need to adopt new procedures and refine our approach for completing work in a virtual environment.

Thanks to the commitment from our staff, we were able to adapt and overcome the challenges that 2021 presented. The company's implementation of new accounting software and updates to our ISO processes presented its own hurdles but also opportunities for learning and growth. Through all of it, we were able to adapt and continue to deliver quality service to our clients. None of these successes would have been possible without the caring and dedication from our staff. We are truly thankful for all the support and assistance provided to our office. The spirit of cooperation and willingness to help others that exists, speaks to the quality of people that work here, and really separates Delta from other companies.

While looking ahead into the new year, it can be done with optimism and confidence knowing where we came from and what we were able to accomplish. With the promise of a new year, we look forward to more of life's blessings and embrace the new challenges that await us. More than anything, we look forward to a year filled with hope, health and happiness for our families, friends, clients and acquaintances. From all of us at Delta, we wish you the best during the holiday season and throughout the new year!!

"In the middle of every difficulty lies opportunity"  
- Albert Einstein

"There's a blessing in everything that happens to us"  
- Kamaru Usman

"Energy and persistence conquer all things"  
- Ben Franklin

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## CIVIL & SURVEY STAFF



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**WILLIAM BOCCHI III**  
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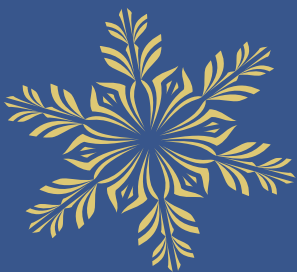
**JENNIFER KEIL**  
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**JOSEPH ARIGLIO**  
*CAD Manager*



**JEREMY FENNEL**  
*Project Engineer*







**Tamer Osman, PE**  
*Director of Specialty  
Precast Services*

# Specialty Precast

We are what we repeatedly do. Excellence, therefore, is not an act but a habit.

-Will Durant

We entered this year with mixed feelings and many questions. Would things ever go back to normal? Will this year be better than the last? How can we adjust with the changing times?

Now that 2021 is drawing to a close, we can reflect back on the answers to these questions that have emerged over the course of this year. While we are still striving to reach a new

definition for normal, we have created new ways of living and working that in many ways are an improvement of times past. Work from home for example, is an adaptation made for the sake of health and safety, but has also shown positive effects on some employees' work/life balance. The use of ever-advancing technology has allowed us to streamline our work, innovate, and connect with our cohort across the country. Many things have changed, and much of that change has been for the better.

Now the holiday season is approaching and

one way to bring cheer is to practice gratitude. In that spirit, I would like to take the opportunity to highlight some of the excellence I have observed in this past year. I have seen teamwork in the face of deadlines, I have seen an eagerness to learn new concepts and programs, and I have seen the spirit of volunteerism in Delta's community events. Excellence is at the heart of what we represent at Delta, and I am grateful to be part of it.

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## PRECAST STAFF



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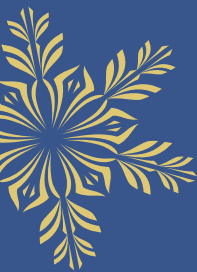
**LANNY TRACEY**  
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**GERALD PAGLIA JR.**  
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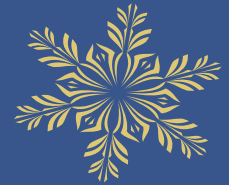
**BIANCA LITTLE, EIT**  
*Engineer*



Above: Dutchtown Road Three-Sided Culvert



# Environmental



**STEPHEN PRISLUPSKY**  
*Director of Environmental Services*

## Indoor Air Quality

The term covers a wide range of responses. For most, it is a coveted necessity - we want good, if not great, quality of indoor air. Delta routinely performs occupational Indoor Air Quality Evaluations (simply known as IAQ's) for our commercial and educational clients. And many residential clients are anxious to learn about the quality of their indoor air, since we all likely spend more time at home than our workplace. IAQ evaluations have also become prominent checklist items for clients seeking a new home, often involved with a real estate transaction.

The first hurdle to get over when receiving an IAQ complaint is determining whether it's a comfort issue or a health issue. Employee complaints for any business owner may cover both health and comfort and may provoke further investigation by way of an IAQ evaluation. Residential occupants tend to sustain short to long term health issues and are seeking answers to find out the source of their symptoms.

So what does it mean to have an IAQ performed at your workplace or home? When a specific issue or symptoms are unknown, Delta performs "baseline" IAQ evaluations. This includes testing for a wide array of indoor constituents, pollutants, and standard environmental

parameters. Indoor pollutants may come in the form of biological contaminants, chemical pollutants, and particulates. Environmental parameters include temperature, relative humidity, carbon dioxide and carbon monoxide. Maintaining optimal temperature and relative humidity (for most occupants) can be a challenge for building designers. Temperature and relative humidity levels make up the over 35% of all IAQ complaints! Baseline evaluations also include real-time testing for Volatile Organic Compounds (VOCs) by PID Meter or Particles by use of a particulate counter, as well as mold Spore Trap cassette / "cultured" Anderson Air sampling. Delta uses state of the art real-

time equipment that can provide the results immediately on-site! For indoor air sample analysis, Delta uses only laboratories approved by the New York State Department of Health, the American Industrial Hygiene Association and the National Voluntary Laboratory Accreditation Program (NVLAP).

While an IAQ evaluation involves its share of air testing, it also includes a thorough visual examination of key systems found both at the workplace and home. An Inspection of the building's overall condition, heating, ventilation and air conditioning system, ceiling plenums, ductwork, fresh air intakes, and building exhausts-typically from heating / combustion sources are critical to a comprehensive IAQ evaluation. Where mold is perceived to be a potential source of discomfort or allergic / more serious health issue, Delta performs intrusive-style interstitial wall and ceiling space examinations using an inspection camera. Moisture mapping and thermal imaging are vital tools in our IAQ toolbox for locating potential sources of moisture / water intrusions that are one of the critical requirements for mold growth.

Maintaining good indoor air quality requires the combination of good building design, routine maintenance, and proper operation of the building's HVAC / filtration systems, as well as the overall structure's integrity with input from the end user. Many factors that affect occupants' comfort and productivity such as odors, temperature, air movement and other stressors can be controlled, providing a safe and healthy workplace. Delta has been performing IAQ Evaluations at commercial, educational, governmental, industrial and residential sites locally and across New York State for over 20 years. We have the tools, expertise, and experience to diagnose your Indoor Air Quality issues, whatever the setting.

For more information on indoor air quality testing at your workplace or home, contact a Delta environmental professional today.

For more information call (607) 231-6674, or email: [sprislupsky@delta-eas.com](mailto:sprislupsky@delta-eas.com)



*Left: Mold growth found within wall cavity by inspection camera  
Right: PM10 & PM2.5 Particulate Testing*

## ENVIRONMENTAL STAFF



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**WILLIAM JOHNSON**  
*Project Manager*



**JOHN MUNIAK, ASP**  
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**DANIELLE NAYLOR**  
*Business Development  
Manager*

# Business Development

## The Importance of a Strong Team Dynamic

As I reflect on the events of 2021, I am reminded of the importance of a strong team dynamic. A great team is comprised of members who work together to move the group forward as whole, to reach new heights, to expand the group's capabilities, and to offer each other support during times of struggle. When I think of the Business Development team and how far we have come as a group in the past year, despite facing many challenges, I am reminded of how fortunate I am to work with this dedicated group

of individuals each and every day. The past two years have brought much uncertainty and change during the pandemic and this is truly a team that has navigated those uncertainties with grace, whether it be taking on a new challenge or navigating the many frustrations of virtual work and changing technology.

As we head into 2022, I am optimistic that as a team we will continue to persevere, tackle new challenges, and continue to contribute to the company and it's mission in meaningful ways.

I want to extend the most sincere thank you to our clients for your continued support and to everyone within the company and community that makes Delta an exceptional place to work.

And to the BD team, thank you for another great year!

"We did it!" -Elle Woods

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



## BUSINESS DEVELOPMENT STAFF



**GABRIEL OSTERHOUT**  
*Senior Business  
Development  
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**MADELINE BYRNE**  
*Business Development  
Coordinator*



**AMANDA SCHOLL**  
*Business Development  
Coordinator*



Above: Drone Owners and Users Group Meeting



**COLLEEN MULROONEY**  
*ITS Manager*

# Information Technology Systems



## Staying Safe Online This Holiday Season

The holiday season is upon us and shopping online is a great way to avoid the traffic and long lines. Just be sure to exercise caution so that your hard earned money goes to your loved ones' gifts and not the cyber-Grinch. Some tips for shopping safer online:

- Avoid shopping over unsecured wireless networks. Use only Wi-Fi networks that require a password and make sure that your home wireless router is secured. When shopping from your mobile device, the cellular connection is safer than an unsecured Wi-Fi network.
- Shop from a PC that is updated with the latest security patches and an up-to-date anti-virus/security software package.
- Shop Secure Sites only— look for the https:// and the closed padlock in the address bar before inputting personal information. These verify that the site is secured with encryption and has been verified by a third party.
- Verify website names before placing an order. One common scam is creating a website using a name that is similar to a legitimate site. If you want to shop at Target.com make sure to type in the address so that you don't accidentally end up at a similar looking site such as Target-store.com or Tagret.com.
- Use complex, unique passphrases for every website that you use. 15 characters minimum. Don't use the same password for multiple accounts.
- Enable 2FA on all of your accounts.
- Use Credit Cards. According to the Better Business Bureau, federal laws let you dispute an item on your credit card bill if you don't receive your purchase. Many credit card providers also have "zero liability" policies if a bad guy gets your credit card and starts using it.
- Beware of fake delivery service notification emails. These emails are known to contain malicious links or attachments that will infect your computer with viruses and ransomware. If you are not expecting a delivery just delete the email without opening it. If you are expecting a delivery don't open the email, contact the vendor where you placed the order. Most vendors provide a link to the tracking information from within your account.

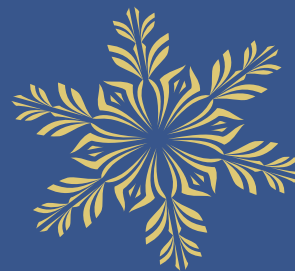
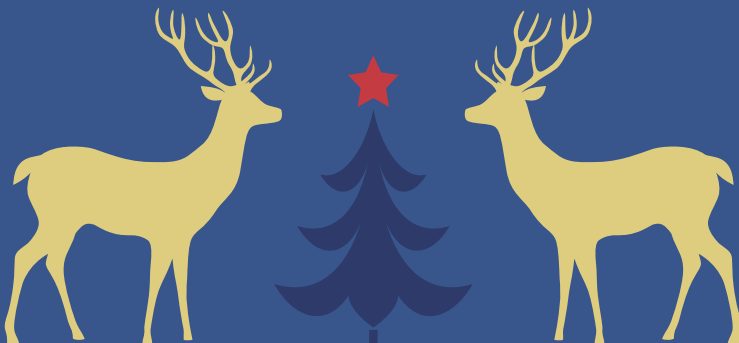
## INFORMATION TECHNOLOGY STAFF



**JASON MEDOVICH**  
*Senior System Administrator*



**SAM CAIN**  
*Computer Support Specialist*





**STEPHEN SHERIDAN**  
*Director of Ecological Services*

# Ecological Services

## Our Syracuse Office

It has been over a year since the federal government adopted the Navigable Water Protection Rule, which identifies what is a Waters of the United State (regulated) and what waters are excluded (not regulated). This year, the US Army Corps of Engineers reauthorized twelve (12) of the existing fifty four (54) Nationwide Permits:

- NWP 12 Oil or Natural Gas Pipeline Activities
- NWP 21 Surface Coal Mining Activities
- NWP 29 Residential Development
- NWP 39 Commercial Development
- NWP 40 Agriculture Activities
- NWP 42 Recreational Facilities
- NWP 43 Stormwater Management Facilities
- NWP 44 Mining Activities

- NWP 48 Commercial Shellfish Maritime Activities
- NWP 50 Underground Coal Mining
- NWP 51 Land Based Renewable Energy Generation Facilities
- NWP 52 Ware-Based Renewable Energy Generation Projects.

And issued four new Nationwide Permits:

- NWP 55 Seaweed Mariculture Activities
- NWP 56 Finfish Maritime Activities
- NWP 57 Electric Utility and Telecommunications Activities
- NWP 58 Utility Line Activities for Water and Other Substances.

The Reauthorized Nationwide Permits 21, 29, 29, 40, 42, 43, 44, 50, 51, and 52 the 300 foot limit for stream disturbance and the waiver of the 300 ft.

limit for ephemeral and intermittent streams has been eliminated. It has been replaced with requiring mitigation for impacts to streams greater than 1/100 acre.

The remaining forty two (42) Nationwide Permits are due to expire on March 18, 2022, or until the US Army Corps of Engineers reissues the remaining Nationwide Permits.

The past two years have been busy as we transitioned from the lock downs and working from home to working in the office this year. The Syracuse office achieved ISO certification in April 2021. Field work, reports, and permit applications has kept us busy through the year.

From Delta's Syracuse Office, we wish you happy holidays and a healthy and prosperous 2022!

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

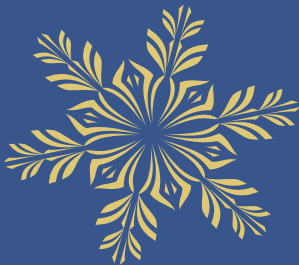
## SYRACUSE STAFF



**ELIZABETH MACEWEN**  
*Environmental Scientist*



**SHANNON BOOTH**  
*Environmental Scientist*



# Delta's Core Principles In Action



**DELTA** CORE PRINCIPLES

**CLIENTS**

- /// We strive to exceed expectations on every project
- /// We deliver the best value solution
- /// We focus on the partnership

**EMPLOYEES**

- /// We build high-performance teams
- /// We encourage constructive dialog and feedback
- /// We continuously develop future leaders

**COMMUNITIES**

- /// We contribute our resources and expertise
- /// We choose environmentally friendly options
- /// We conduct business with the highest ethical standards



Pictured Above from Top Left to Bottom Right: Tom Crane Golf Tournament, Bagel Day at the Endwell Office, Empower Ice Cream Truck, Roberson Christmas Tree Decorating, Broome County Festival of Lights Set Up, Business of the Week, Schenectady Retirement Party, Trunk or Treat Event, Ladies Night at the Chalk Market

An ISO 9001:2015 Certified Company  
[delta-eas.com](http://delta-eas.com)

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