

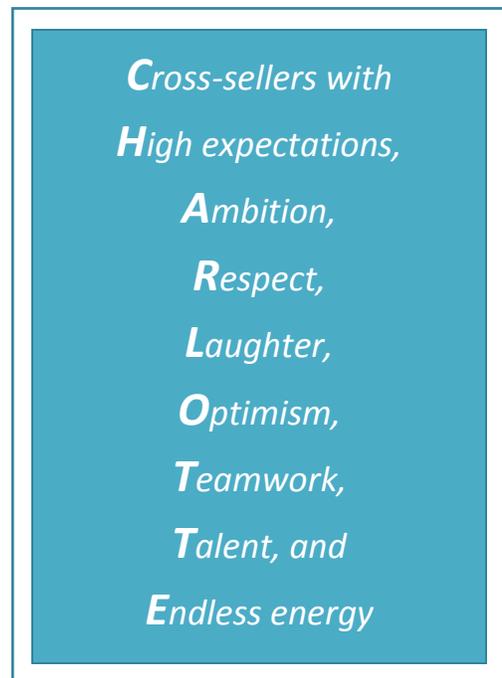
Since its inception in 1985, the Charlotte office has grown 12-fold into a multidisciplinary powerhouse of 90+ employees with varying expertise to meet ever-changing client demands in our competitive market. The following paragraphs offer a glimpse into the interconnectivity that keeps us poised for success.

A founding practice in the Charlotte office, TPTO split into *Transportation Planning (TP)* and *Traffic Operations (TO)* this year to accommodate tremendous growth occurring in both service areas. The two groups still work literally side-by-side, and their services are interwoven with those of other disciplines to provide a complete service package for our clients.

This complete package often involves assistance from Charlotte's *Landscape Architecture* team (aka the Urban Resources Group). This creative group recently won a substantial streetscape and monumentation project for Belgate, a mixed-use development adjacent to the IKEA retail project.

Charlotte's *Roadway* team also is winning work and building backlog by capitalizing on existing relationships and cross-selling their expertise. Among their current assignments is another piece of the aforementioned IKEA project – Crescent Development's IKEA Boulevard/Brookside Lane extension.

IKEA certainly made its way around the office but originated with our Land Development and Entitlements teams. Well accustomed to cross-selling the firm's services, the *Land Development* group's key clients include Walmart and Lowe's. Charlotte's *Entitlements* practice ramped up in 2007 and has continued to expand and integrate with our land development and land planning staff.



The Land Development team isn't the only group to serve Walmart; Charlotte's *Forensics* team also performs pavement and structural evaluations for our top national client. Although they focus primarily on the evaluation of structures that have "failed," this group stays integrated with others in the office by providing QA/QC for projects with structural aspects. Who better to check your work than someone who has seen it break?

Water Resources is a multifaceted practice also integrated with others in Charlotte. In addition to serving their key public sector clients, they assist with the infrastructure needs of numerous land development projects, including— you guessed it— IKEA.

Just down the hall from Water Resources is our *Environmental* team. These guys are no strangers to incorporating their services with those of other Charlotte staff. Numerous land development and large

infrastructure projects require the expertise of our wetlands, water quality, and environmental restoration pros.

As you can see, each practice area not only serves external clients, but also serves one another. This is the tie that binds the Charlotte office into the tight-knit group we are. Our synergy is vital to our success, and teamwork and cross-selling are core elements of our culture. This environment is motivating and sustaining; it's also what keeps our lights on long after 5:30 each day.

But don't be fooled by our goal-crushing workload, we still find time to play. From monthly birthday celebrations to "Flip-Flop Friday" to our summer picnic, our VP of Fun makes sure we have fun amidst our busy schedules. The City of Charlotte also offers ample opportunities to escape the daily grind, with two lakes, the mountains, and the beach only a short drive away, and professional and collegiate athletics right in our backyard. Speaking of athletics, the firm has several avid cyclists who will relay-ride day and night during Charlotte's annual 24 Hours of Booty event. Our office has raised over \$14,000 for the Lance Armstrong Foundation and local cancer charities.

If you ever find yourself in the Queen City, drop in and say, "Hi y'all!" Even if you don't have our authentic southern drawl, we'll be glad to have you and show you the view from here.