



DECEMBER 20, 2023

**Project No. 2024-284:  
WSVC – Columbarium Walls & Upgrades  
Washington Department of Veterans Affairs  
21702 W. Espanola Rd. Medical Lake, WA. 99022**

**SOQ Response By:  
FourFront Design, Inc.  
and Ethos Civil**

**WASHINGTON STATE VETERANS CEMETERY IN  
MEDICAL LAKE, WA**



December 20, 2023

State of Washington - Department of Enterprise Services  
Facility Professional Services  
Olympia, WA

Re: Request for Qualifications, WSVC - Columbarium Walls and Upgrades for Washington Department of Veterans Affairs, Washington State Veterans Cemetery in Medical Lake, WA

Dear Selection Committee,

FourFront Design, Inc. and Ethos Civil Engineering is pleased to provide qualifications for the Columbarium Walls and Upgrades for the Washington Department of Veterans Affairs at Washington State Veterans Cemetery in Medical Lake, Washington. Our team includes local professionals who are near the site and familiar with the design specifics of the region, as well as experts in cemetery improvement and expansion projects. We have compiled a team with deep knowledge specific to your project to ensure the best outcome for all.

For this project, FourFront Design's Project Manager is Jennifer Britton, a Senior Landscape Architect and Project Manager with 23 years of experience. Jennifer has successfully led and designed many types of interdisciplinary projects in the past. Currently, she is the Lead Designer for the Fort Snelling National Cemetery Gravesite Expansion project, which is a \$74 million cemetery project with many similar attributes to the Washington State Veterans Cemetery project. That project will be close to completion by the time this project begins, ensuring Jennifer will have the time and attention to lead and manage this project successfully.

FourFront Design will serve as the Prime Contractor and has teamed with local civil engineering firm Ethos Civil. FourFront Design and Ethos Civil have a strong relationship and have worked together on projects in the past. FourFront Design is proud to be a Service-Disabled Veteran Owned Small Business (SDVOSB) as well as a Woman Owned Small Business (WOSB). While our largest client is the federal government, we also have experience in the private sector as well as State and local projects. Our team is knowledgeable and experienced in meeting documentation and special conditions requirements for publicly-funded projects.

Our team includes individuals with valuable and relevant experience, with many projects of similar size, scope, and complexity completed successfully with high past performance ratings. We appreciate you taking the time to review our qualifications and welcome further discussion.

Sincerely,

A handwritten signature in black ink that reads 'Jennifer Britton'.

Jennifer Britton, PLA  
Project Manager/Senior Landscape Architect  
FourFront Design, Inc.  
406.548.1611 - [jennifer.britton@fourfrontdesign.com](mailto:jennifer.britton@fourfrontdesign.com)



FOURFRONT DESIGN, INC.

FourFront Design  
1211 Echelon Place, Suite B,  
Helena, MT 59602

[www.fourfrontdesign.com](http://www.fourfrontdesign.com)



STATE OF WASHINGTON  
DEPARTMENT OF ENTERPRISE SERVICES

1500 Jefferson St. SE, Olympia, WA 98501  
PO Box 41476, Olympia, WA 98504-1476

Consultant Selection Contact Form

Designated Point of Contact for Statement of Qualifications  
For Design Bid Build, Design Build, Progressive Design Build, GC/CM & Job Order Contracting  
(JOC) Selections

Firm Name: <a href="#">Jennifer Britton</a>		
Point of Contact Name & Title: <a href="#">Senior Landscape Architect &amp; Project Manager</a>		
Email: <a href="mailto:jennifer.britton@fourfrontdesign.com">jennifer.britton@fourfrontdesign.com</a>	Telephone: <a href="tel:406-548-1611">406-548-1611</a>	
Address: <a href="#">1211 Echelon Place</a>		
City: <a href="#">Helena</a>	State: <a href="#">MT</a>	Zip: <a href="#">59402</a>

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# 01

## EXECUTIVE SUMMARY

FourFront Design and Ethos Civil are excited about the opportunity to help Washington Department of Veterans Affairs achieve Columbarium Walls and Upgrades at Washington State Veterans Cemetery in Medical Lake, WA. Our team is vastly experienced in VA cemetery projects, and our specialized skills and understanding of advanced technology in cemetery design will allow for a seamless deliverable package.

After familiarizing ourselves with the Request for Qualifications and supporting documents, we understand the needs of the continued use and growth of burials at the Medical Lake Veterans Cemetery. We recognize this project provides a unique opportunity in the 5,000 columbarium niche expansion and general operational improvements for visitor experience and site management. Our highest priority is supporting the State and Veterans Affairs accomplish these goals efficiently, timely and within budget. To highlight key aspects of our project understanding and approach:

- We are sensitive to the importance of a welcoming, tranquil and peaceful space for visitors. This designed experience is of the utmost importance as we tackle physical improvements: subtle soil contouring, landscaping and screening can provide moments of contemplation, remembrance and privacy. Our experienced designers are proficient at designing and detailing spaces of respect.
- We see this project as one of great significance for the State of Washington, with the ability to utilize the most advanced technologies and efficiencies in design and construction. From efficient layout to water and energy saving technologies, this cemetery can be planned to be a showcase of interdisciplinary design that considers sensitivity to natural resources and advancements in cemetery development.

- We approach design as a balance between programming needs and maintenance concerns. A sustainable seamless environment integrates functionality within all project development stages. Expanded parking, way-finding signage, ADA accessibility, lighting, safety and mechanical systems such as irrigation play critical roles in creating spaces both memorable and maintainable.
- We understand the importance and strive for timely and clear team to client communication in successful Planning, Design, and Project Management. Whether for project milestones, general daily tasks, or managing multi-phased State agency construction and capital budget process and planning our team of seasoned professionals is responsive and diligent.





# 02 TEAM OVERVIEW



## FIRM PROFILE

**Primary Contact Information**  
FourFront Design, Inc.  
Jennifer Britton  
406.548.1611  
jennifer.britton@  
fourfrontdesign.com  
Bozeman, Montana

**UEI: PPMKJ7QSUL76**  
**EIN #: 46-0358158**

FourFront Design is the Prime Consultant for this proposal and is proud to be both a Service Disabled Veteran Owned Small Business and a Woman Owned Small Business.

FourFront Design  
1211 Echelon Place  
Helena, MT 59602

Ethos Civil  
748 Market St  
Tacoma, WA 98402

## WHO WE ARE

We have created a design team with professional staff from two firms: FourFront Design, Inc. and Ethos Civil.

FourFront Design provides planning, landscape architecture, architecture, mechanical and electrical engineering, and interior design services to government and commercial clients throughout the United States. Our corporate office is located in the beautiful Black Hills of Rapid City, SD, but our capacity stretches far beyond that. Our second office is located in Helena, MT, and our satellite offices are located in Missoula, MT, Bozeman, MT, Omaha, NE, and Sheridan, WY. Our technical professionals are skilled in a variety of project types and sizes. In our Montana offices, we focus on Planning, Landscape Architecture, and MEP Engineering out of our Helena, Missoula, and Bozeman locations.

We aren't just architects or engineers, FourFront's people are as rich in experience and diverse in personal interest as the history of our great company. A shared goal in being deeply committed to where we live, work and play connects us all – *and it makes us proud to be a Certified Woman Owned Small Business (WOSB) and Service-Disabled Veteran Owned Small Business.*

Ethos Civil was formed in 2021 to bring together a team of principal engineers with over 100 years of combined engineering experience. Ethos Civil provides civil engineering, entitlement, and project management services throughout the Pacific Northwest and excels in several aspects of civil engineering, including storm drainage, low impact development (LID), site planning, water distribution, sanitary sewer, erosion control, permitting, cost estimating, and value engineering / value analysis. Ethos Civil has 15 employees, including eight (8) licensed PEs and five (5) EITs, and is a certified Service-Disabled Veteran-Owned Small Business (SDVOSB) with the Small Business Administration, a certified Veteran Owned Business (VOB) by the Washington State Department of Veterans Affairs and a certified Small Business Enterprise (SBE) by the WA State OMWBE.

# 03 QUALIFICATIONS OF KEY PERSONNEL

Our design professionals are *highly qualified and experienced* in Cemetery design and planning projects. The key staff assigned to the Washington State Veterans Cemetery at Medical Lake team are as follows:





# Jennifer Britton, PLA

## Project Manager and Senior Landscape Architect

Jennifer Britton’s dedicated approach to creating unique designs entails utilizing creative problem solving while collaborating with clients, communities, and team members. With 23 years of experience, she has a background in both public and private sector landscape architecture and transportation planning. Previously a tenured Associate Professor at Montana State University, Jennifer worked with multiple stakeholders throughout Montana on design and planning service-learning projects. Her research focused on low-cost stormwater management/green infrastructure solutions and cultural landscape preservation. She has provided technical assistance to municipalities, media and special interest groups in several states and facilitated public outreach to diverse communities on highly visible sensitive projects. Jennifer’s expertise in synthesizing project objectives into feasible design and construction culminates in physical improvements that balance aesthetic form with longevity and function.

### REGISTRATIONS & CERTIFICATIONS

Licensed Landscape Architect  
#24336 Montana  
#LA-0253C Wyoming

### EDUCATION

Master of Landscape Architecture w/  
Certificate in Historic Preservation  
University of Georgia  
Bachelor of Science  
Environmental Design/  
Bachelor of Arts in Studio Art  
University of California, Davis

### EMPLOYMENT HISTORY

7/23 - Present  
Senior Landscape Architect  
FourFront Design Inc.  
2022 - 2023  
Project Manager/LA  
SCJ Studio/Alliance  
2010 - 2022  
Associate Professor & Program  
Director, Montana State University  
2007 - 2010  
Associate Transportation Planner  
Seattle Dept. of Transportation  
2001 - 2003  
Quadriga Landscape  
Architecture & Planning

### PROFESSIONAL AFFILIATIONS

American Society of  
Landscape Architects  
Sigma Pi Kappa National Honor  
Society in Historic Preservation



### SPECIALIZED TRAINING

Grant Funding  
Publication & Research  
Xeriscape Design  
Fire Safety Landscapes  
Washington State University Puget Sound  
Low Impact Development Technical Training

### RELEVANT EXPERIENCE/PROJECTS

Fort Snelling National Cemetery  
*Minneapolis, Minnesota*

Sparta Cemetery  
*Sparta, Georgia*

Everett Housing Authority  
Rucker Ben Young Apartments & Park  
*Everett, Washington*

14th Avenue Pedestrian and EPA  
Green Infrastructure  
*Seattle, Washington*

Burke-Gilman Trail- Bike and  
Pedestrian Improvements  
*Seattle, Washington*

First Hill- Harvard and Seneca,  
Bike and Pedestrian Improvement-  
2010 SDOT Service Award  
Seattle Dept. of Transportation  
*Seattle, Washington*

Pollinator Pathways ROW  
Improvement  
*Seattle, Washington*

Crown Hill Pedestrian  
Improvement Plan  
*Seattle, Washington*

Hanford Steps Improvements  
*Seattle, Washington*

Scott Street Community Land Trust  
*Missoula, Montana*

Upper Colgan Creek Restoration &  
Trail Project  
*Sonoma, California*

Butte-Silver Bow County Parks  
Master Plan  
*Butte, Montana*

MSU & DEQ Trial Water Quality  
Rain Gardens  
*Bozeman, Montana*





# Jessica Holdren, PLA

## Senior Landscape Architect and Planner

Jessica Holdren is a Principal Planner and Landscape Architect with 17 years of serving on interdisciplinary design teams. She plays a valuable role in consensus building, holistic design, and merging the built form with the natural environment. Jessica ensures that each project is examined for economic feasibility and context sensitivity, while guiding the team through often complex regulatory processes. She believes that successful projects begin with clear expectations, thoughtful communication, and a detailed organization strategy. She has expertise in a variety of commercial and governmental project types including education, healthcare, plazas, cemeteries, mixed-use development, parks, trails, recreation, streetscapes, and campuses.

### REGISTRATIONS & CERTIFICATIONS

Licensed Landscape Architect  
#10867, Montana  
#61248, Minnesota

### EDUCATION

Master of Landscape Architecture  
University of Arizona - Tucson, AZ

Bachelor of Arts Geography,  
Community/Enviro Planning and  
Sociology  
University of Montana  
Missoula, MT

### EMPLOYMENT HISTORY

2020 - Present  
FourFront Design Inc.  
2017 - 2020  
Land Solutions  
2010 - 2017  
FourFront Design Inc.  
2008 - 2009  
Sonoran Institute  
2006 - 2007  
City of Show Low, AZ

### PROFESSIONAL AFFILIATIONS

CLARB Certified Landscape Architect  
American Society of Landscape  
Architects  
American Planning Association

### SPECIALIZED TRAINING

Experienced Grant Writer  
Xeriscape Design  
Rural Economic Development

### RELEVANT EXPERIENCE/PROJECTS

Fort Snelling National Cemetery  
Expansion - Phase 2  
*Minneapolis, MN*

Lakota Freedom National Veterans  
Cemetery  
*Kyle, SD*

5000 Niche Columbaria  
*Riverside, CA*

Santa Fe NCA Expansion  
*Santa Fe, NM*

Cheyenne National Veterans Burial  
Ground  
*Cheyenne, WY*

Jefferson Barracks National  
Cemetery, 1KK Crypt Conversion  
*St. Louis, MO*

Rhineland National Veterans  
Burial Grounds - Phase 1  
*Cassian, WI*

Fort Scott Rostrum Renovations  
*Fort Scott, KS*

Salisbury National Cemetery  
Gravesite Expansion  
*Salisbury, NC*

Alabama National Cemetery  
Gravesite Expansion  
*Montevallo, AL*

Ft. Harrison VA Wayfinding  
*Helena, MT*

Sheridan VA Exterior Wayfinding  
*Sheridan, WY*

ROAM Student Housing  
*Missoula, MT*

Montana Food Bank Network  
*Missoula, MT*

Hope Hospice House  
*Missoula, MT*

Campbell County Hospital  
*Gillette, WY*

University Center Master Plan  
*Rapid City, SD*





# Ray Dawes, PE

## Vice President, Lead MEP Engineer

Ray has owned, operated, managed plumbing, HVAC, and integrated control companies for 14 years, and has accomplished several public and private commissioning projects as CxA. He is a dual Mechanical/Electrical Engineer, familiar with government and medical facility projects, and is a specialist in the following areas: building HVAC systems, building automation systems, building electrical systems, system functional testing, energy auditing, fire alarm design, commercial lighting, building plumbing systems, energy management, building commissioning, industrial power/lighting, and building assessment.

### REGISTRATIONS & CERTIFICATIONS

Professional Engineer: SD#15407,  
MT#19926-PE, WA#55876,  
OR#94000-PE, WY#PE-14834,  
CO#49836, TX#121185, ND#PE-9846,  
MN#55723, TN#126147

### EDUCATION

Bachelor of Science, Mechanical  
Engineering  
Montana State University

### EMPLOYMENT HISTORY

2020- Present  
FourFront Design Inc.

### PROFESSIONAL AFFILIATIONS

International Associate of Electrical  
Inspectors

American Society of Heating,  
Refrigerating and Air-Conditioning  
Engineers

### SPECIALIZED TRAINING

Tridium  
Honeywell WEBS  
Johnson Controls FX, Allen Bradley (PLC)  
Automated Logic Building Automation Systems (BAS)

### RELEVANT EXPERIENCE/PROJECTS

Fort Snelling National Cemetery  
Expansion - Phase 2  
*Minneapolis, MN*

Rapid City Community Based  
Outpatient Clinic  
*Rapid City, SD*

Grand Junction Department of  
Veterans Affairs  
*Grand Junction, CO*

Department of Veterans Affairs  
Expand Building 1 for Primary Care  
*Fargo, ND*

Muskogee Department of Veterans  
Affairs  
*Muskogee, OK*

East Helena School District  
*Helena, MT*

Sioux Falls Replace Air Handling  
Unit  
*Sioux Falls, SD*





## Rachel Kehoe Site Planner and Designer

Rachel graduated from Iowa State University with her Bachelor of Architecture and Master of Landscape Architecture. With five years of experience, she has collaborated on various types of both architecture and landscape architecture projects including master plans, trails, parks, botanical gardens, zoo exhibits, museums, convention centers, cemeteries, residential, commercial buildings, and educational buildings.

### RELEVANT EXPERIENCE/PROJECTS

**Fort Snelling National Cemetery**  
*Minneapolis, Minnesota*

**Jefferson Barracks  
National Cemetery Crypt Conversion**  
*St Louis, Missouri*

**Ft. Harrison VA Wayfinding**  
*Helena, Montana*

### EMPLOYMENT HISTORY

**2022 - Present**  
**Landscape Designer,**  
**FourFront Design Inc.**

**2021 - 2022**  
**Intern Architect,**  
**Nola Van Peursem Architects, PC**

**2019 - 2020**  
**Landscape Designer & Project  
Manager,**  
**Coyle & Caron, Inc.**

**2013**  
**Intern Architect,**  
**Martin Gardner Architecture**

### EDUCATION

**Bachelor of Architecture and  
Master of Landscape Architecture -  
Iowa State University**

### PROFESSIONAL AFFILIATIONS

**American Society of Landscape  
Architects**



## Brett Hanson Site Planner and Designer

Brett graduated from Cal Poly San Luis Obispo in 2022 with two internships under her belt. Her internship in California allowed her to work on projects centered around large-scale master planned communities, trails, signage, and round-a-bout planning. Her experiences in Dallas included working on mixed-use development, urban living communities, and hospitality projects. Brett supports the FourFront Design team by creating illustrative site plans, 3D renderings, construction details, and design input.

### RELEVANT EXPERIENCE/PROJECTS

**Fort Snelling National Cemetery**  
*Minneapolis, Minnesota*

**Waterview Park Master Plan**  
*Richardson, TX*

### EMPLOYMENT HISTORY

**3/23 - Present**  
**Landscape Designer,**  
**FourFront Design Inc.**

**2021 - 2023**  
**Landscape Designer,**  
**Talley Associates**

**2020 - 2021**  
**Intern Landscape Designer,**  
**Wallace Group**

### EDUCATION

**Bachelor of Landscape Architecture -  
Cal Poly San Luis Obispo**

### PROFESSIONAL AFFILIATIONS

**American Society of Landscape  
Architects**





# Mike Funches, PMP

## Civil Project Manager

Mike is a Principal-in-Charge and Owner at Ethos Civil, a 15-person site civil engineering design company in Tacoma, WA, since the company started 2021. He specializes in leading multi-disciplinary project teams for federal and other public clients, as well as managing business operations and leading federal pursuits. Mike quickly adapted to the role following a 22-year career in the US Army Corps of Engineers. He has a broad background in Continental US and expeditionary engineering in some of the most difficult, non-permissive environments, leveraging available resources and creative problem solving to accomplish the mission. While in the Army he led design teams, civilian standard-design teams, value engineering studies, international construction programs, domestic troop construction, Facility Sustainment, Restoration and Modernization, and Minor and Major Military Construction projects up to \$80M. His engineering experience includes multi-national construction programs and projects in Kuwait, Iraq, Korea, Japan, Germany and the US.

### REGISTRATIONS & CERTIFICATIONS

**Project Management Professional, 2012**

### EDUCATION

University of South Alabama, B.S.,  
Bio-Medical Sciences  
Missouri Science & Technology M.S.,  
Engineering Management  
Georgia Institute of Technology,  
M.S., Facility Management &  
Building Construction

### EMPLOYMENT HISTORY

2021 - Present  
Principal, Ethos Civil  
2019 - 2021  
Construction and Design Chief, 555  
Engineer Brigade  
2017 - 2019  
Engineer Operations Chief, I Corps  
2016 - 2017  
Engineer Operations Chief, 2nd  
Infantry Division  
2014 - 2015  
Group Engineer, 1st Special Forces  
2013 - 2014  
Operations Officer, 14th Engineer  
Battalion  
2010 - 2013  
Project Engineer, Seattle District  
USACE

### PROFESSIONAL AFFILIATIONS

2020, VP, Society of American Military Engineers, Tacoma Post  
2021, President, Society of American Military Engineers, Tacoma Post  
2022, Past-President, Society of American Military Engineers, Tacoma Post  
2023, Programs Chair, Society of American Military Engineers, Tacoma  
Post DoD Skill Bridge

### RELEVANT EXPERIENCE/PROJECTS

VA Seattle Upgrade Exterior Security, Seattle, WA	Lake Youngs Elementary School Playground Upgrade, Kent, WA
VA Las Vegas Electronic Health Records Modernization Las Vegas, NV	Cedar Valley Elementary School New Parking Lot, Covington, WA
VA Seattle and American Lake Industrial Hygiene, Seattle, WA	Kentwood High School Parking Lot Repair, Kent, WA
VA White City MRI Site Preparation White City, OR	Meridian Middle School Parking Lot Expansion, Renton, WA
Mattson Middle School Parking Lot Repair, Kent, WA	2nd Battalion Operating Facility Joint Base Lewis-McChord, WA
Springbrook Elementary School Playground Repair, Kent, WA	Hawk Education Center, Joint Base Lewis-McChord, WA







# Lucas Johnson, PE, LEED AP

## Principal Civil Engineer

Lucas has a sharp eye for detail and brings a collaborative team approach to all his projects. Over his 15 years in the industry, he has excelled in managing all aspects of civil engineering, including storm drainage, low impact development (LID), site planning, water distribution, sanitary sewer, erosion control, permitting, cost estimating, and value engineering/value analysis. He specializes in site development for a variety of development projects and is skilled at developing all components of the civil design. Lucas has prior experience working on Department of Enterprise Services projects, including a multitude of delivery methods.

### REGISTRATIONS & CERTIFICATIONS

Professional Engineer,  
License # 49037, Washington  
LEED Accredited Professional

### EDUCATION

Bachelor of Science  
Civil & Environmental Engineering,  
Cum Laude  
University of Michigan

### SPECIALIZED TRAINING

Leadership in Energy and Environmental Design Accredited Professional  
Low Impact Development  
Accessibility Design  
Project Management Training

### EMPLOYMENT HISTORY

2021- Present  
Principle-in-Charge, Owner  
Ethos Civil  
2013-2021  
Project Manager  
AHBL  
2008-2013  
Civil Engineer  
BCRA

### RELEVANT EXPERIENCE/PROJECTS

<b>Spokane Special Caring Community</b> <i>Spokane, WA</i>	<b>Thomas Jefferson High School</b> <i>Auburn, WA</i>
<b>Memorial Field</b> <i>Federal Way, WA</i>	<b>Richland Assisted Living Community</b> <i>Richland, WA</i>
<b>Poulsbo Fire Station 76</b> <i>Poulsbo, WA</i>	<b>West Sound Technical Skills Center</b> <i>Bremerton, WA</i>
<b>Louisa May Elcott Elementary School</b> <i>Redmond, WA</i>	<b>Univ. of WA Tacoma Milgard Hall</b> <i>Tacoma, WA</i>
<b>Monroe City Hall</b> <i>Monroe, WA</i>	<b>Spokane Assisted Living Community</b> <i>Spokane, WA</i>
<b>Tacoma Community College Pedestrian Improvements</b> <i>Tacoma, WA</i>	<b>Bates Technical college Fire Services Training Center</b> <i>Tacoma, WA</i>
<b>Pierce College Fort Steilacoom Olympic South Building</b> <i>Lakewood, WA</i>	<b>Clover Park Technical College Center for Advanced Manufacturing Technology</b> <i>Lakewood, WA</i>

### PROFESSIONAL AFFILIATIONS

American Council of Engineering  
Companies  
Society of American Military  
Engineers







# Zachary Crum, PE

## Senior Civil Engineer

Zac is a licensed professional civil engineer and brings 14 years of experience in designing and managing federal, public, and private civil engineering planning, permitting, and development. He excels in site development, utilities, storm drainage, entitlements, and permitting for large complex projects. Zac focuses on delivering high value creative and technical solutions that balance schedule, budget, function, and long-term maintenance priorities for his clients. His approach to design emphasizes a multi-disciplinary design approach to maximize the benefit and value that a collaborative team of experts offers. Zac has prior experience working on NAVFAC, USACE, K-12 schools, State and County Behavioral Healthcare, Commercial Restaurant and Retail, and Residential housing projects in Washington and Oregon State.

### REGISTRATIONS & CERTIFICATIONS

**Professional Engineer,  
License # 52111, Washington  
# 100147PE Oregon**

### EDUCATION

**Gonzaga University, B.S., Civil  
Engineering**

### EMPLOYMENT HISTORY

**2023 - Present  
Ethos Civil, Senior Civil Engineer  
2015 - 2023  
BCRA, Civil Engineer/Project  
Manager  
2009 - 2015  
NAVFAC NW, Design Manager**

### PROFESSIONAL AFFILIATIONS

**Society of American Military  
Engineers, Lewis and Clark Post,  
Spokane, WA  
American Council of Engineering  
Companies**

### RELEVANT EXPERIENCE/PROJECTS

- Riverview Retirement Center  
Roadway and Sidewalk Upgrades  
Spokane, WA**
- Olympia School District Roosevelt  
Elementary School Modernization  
Olympia, WA**
- Newport Hwy Quick Service  
Restaurant,  
Spokane, WA**
- Olympia School District McLane  
Elementary School Modernization  
Olympia, WA**
- JBLM Roads and Infrastructure  
Phase 2  
Joint Base Lewis-McChord, WA**
- Skagit County Stabilization Center  
Sedro-Woolley, WA**
- Brookville Gardens Community Park  
Fife, WA**
- Island County Stabilization Center  
Whidbey Island, WA**
- Tumwater School District Tumwater  
Middle School Modernization  
Tumwater, WA**
- Tacoma Public Schools - Hunt  
Middle School Replacement  
Tacoma, WA**
- Tumwater School District George  
Bush Middle School Modernization  
Tumwater, WA**
- Olympia School District Centennial  
Elementary School Modernization  
Olympia, WA**
- Tacoma Public Schools – Boze  
Elementary Replacement  
Tacoma, WA**
- Residential Treatment Facility North  
(RTFN) Stanwood, WA**
- Washington State Department of  
Social & Health Services - Maple  
Lane Campus Residential Treatment  
Facility  
Rochester, WA**
- Washington State Department  
of Social and Health Services -  
Clark County Campus Residential  
Treatment Facility  
Vancouver, WA**





## David Leppert, PE

### Senior Structural Engineer

David has over 25 years of structural engineering experience and has developed a reputation for producing high quality construction documents. His experience includes design of educational, healthcare, military, industrial, commercial and retail facilities as well as various transportation and civil-related projects. From humble beginnings as a draftsman working through college, David joined Albertson Engineering in 2002 and became a Principal with Albertson Engineering in 2015. His extensive experience in a wide variety of projects serves well to help oversee and manage the quality of work that is produced by Albertson Engineering.

Ensuring that the work produced covers all the bases and can be reasonably and economically constructed is always the goal with David's projects. While serving as Senior Engineer and the Structural Engineer of Record, David enjoys helping the younger engineer's keep the big picture in mind while at the same time working through the details that come with every project.

#### REGISTRATIONS & CERTIFICATIONS

**Professional Engineer:**  
Minnesota PE 26525  
North Dakota PE 27790  
South Dakota PE 6041  
Wyoming PE 9598

#### EDUCATION

B.S., Civil Engineering,  
SD School of Mines

#### EMPLOYMENT HISTORY

2009 - Present  
Albertson Engineering Inc.

#### PROFESSIONAL AFFILIATIONS

American Institute of Steel  
Construction

American Society of Civil Engineers

#### RELEVANT EXPERIENCE/PROJECTS

**Nashville National Cemetery**  
*Nashville, TN*

**Rhineland National Cemetery**  
*Rhineland, WI*

**Riverside National Cemetery**  
*Riverside, CA*

**Salisbury National Cemetery**  
*Salisbury, NC*



# Robert W. Beccard, PE

## Senior Irrigation Engineer

Robert Beccard has over 45 years of experience in irrigation and hydraulic engineering for landscapes and agriculture. He joined Aqua Engineering in 1981 as an irrigation engineer and in 2000 became President. In addition to his responsibilities in firm operations and business development, Bob manages irrigation engineering and water management projects and is experienced in all phases of project development, from conceptual through final design, and construction observation services. He has project experience in all 50 states within the United States and has also worked abroad in France and the Middle East. Bob has authored numerous academic papers, including publications in the American Society of Agricultural and Biological Engineers and the Irrigation Association technical conference proceedings. Bob’s project experience includes over 100 state and national Veterans Cemeteries, over 50 golf courses, universities, sports fields, resorts, parks, correctional facilities, commercial and housing developments and agricultural irrigation and ditch water delivery systems.

### REGISTRATIONS & CERTIFICATIONS

**Professional Engineer:**  
**Colorado, Wyoming, Arizona, Nevada, South Dakota, Nebraska, Kansas, Missouri, Oklahoma, Texas, Washington**

### EDUCATION

**M.S. Irrigation and Drainage Engineering, Colorado State University**

**B.S. Agricultural Engineering, University of Nebraska-Lincoln**

### EMPLOYMENT HISTORY

**1988 - Present**  
**Aqua Engineering, Inc., President**

### PROFESSIONAL AFFILIATIONS

- American Council of Engineering Companies**
- American Society of Agricultural and Biological Engineers**
- American Society of Irrigation Consultants**
- Irrigation Association**
- National Council of Examiners for Engineers and Surveyors**

### RELEVANT EXPERIENCE/PROJECTS

- Tahoma National Cemetery Phase 2 Expansion**  
*Kent, WA*
- Snake River Canyon National Cemetery (New Cemetery)**  
*Buhl, ID*
- Roseburg National Cemetery (New Cemetery)**  
*Roseburg, OR*
- Willamette National Cemetery Expansion**  
*Portland, OR*
- Oregon Trail State Veterans Cemetery Renovation**  
*Evansville, WY*
- Fort Logan National Cemetery Irrigation System Expansions**  
*Denver, CO*
- Pikes Peak National Cemetery (New Cemetery)**  
*Colorado Springs, CO*
- Fargo National Burial Ground (New Cemetery)**  
*Fargo, ND*
- Riverside National Cemetery Phase 6 Expansion**  
*Riverside, CA*
- Abraham Lincoln National Cemetery Phases 2, 3 and 4**  
*Elwood, IL*
- Duluth State Veterans Cemetery (New Cemetery)**  
*Duluth, MN*
- Little Falls State Cemetery Expansion**  
*Little Falls, MN*
- Redwood Falls State Veterans Cemetery (New)**  
*Redwood Falls, MN*

# 04

## RELEVANT EXPERIENCE



### RHINELANDER NATIONAL VETERANS BURIAL GROUNDS - MASTER PLANNING AND PHASE I CONSTRUCTION

Cassian, WI

## SUMMARY

YEAR: 2018-2021

DELIVERY: Design-Bid-Build

BUDGET: \$3.4M

COMPLETED COSTS: \$3.4M

CONTACT:

Elizabeth Monohan,  
Contracting Officer

Elizabeth.Monohan@va.gov  
(202) 632-5168

FourFront Design provided A/E services for this design-build project. We completed Master Planning and Phase I Construction Documents for Rhinelander National Veterans Burial Grounds, a 6-acre parcel that will serve veterans by providing appropriate facilities accommodating 900 niches, 1,500 crypts, and 900 in-ground cremains in the initial phase, with future master planning for the expansion in future phases. This project included complex tasks associated with drainage and stormwater issues and presented several challenges. Being constructed in the harsh winter environment of Northern Wisconsin, special care had to be taken in protecting irrigation and other water systems, as well for roadway design. Proper depths and road sections able to withstand the freeze/thaw cycle were among the most challenging. This site had unique drainage challenges as the native sub-soil provided very little percolation and the surface loam soil tended to silt in quickly. Close attention had to be paid to construction technique to overcome the soil conditions.

Specific design features include:

- Columbarium walls and courts
- Internment areas
- Fences and gates along the entire perimeter of the site
- Protect habitats, wetlands, and provide mitigation efforts
- Grading, drainage, and landscaping, including a storm water pond
- Signage and site furnishings, utilizing NCA standards, such as flower watering stations, flagpoles, signage, and benches
- Irrigation system design
- New Committal Shelter
- Access roads and parking
- GIS Site integration

#### RELEVANCE TO WSVS PROJECT:

COLUMBARIUM NICHE WALLS

FENCING AND ENTRANCE GATES

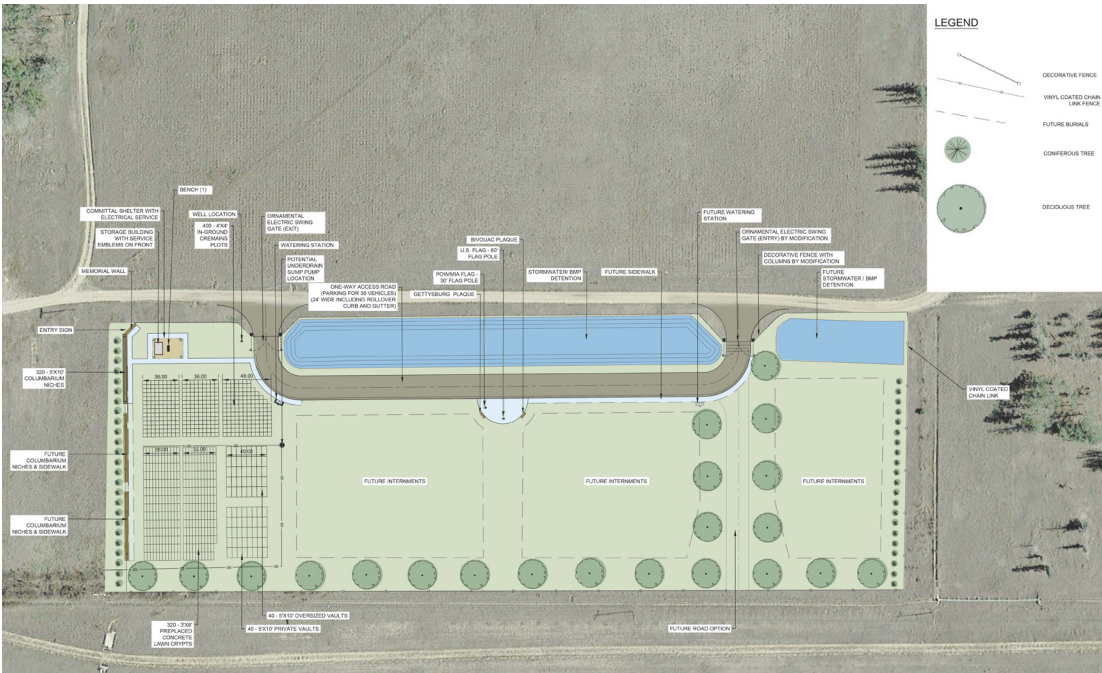
CEMETERY IRRIGATION DESIGN

ROADS AND PARKING



FOURFRONT  
DESIGN INC.





# CHEYENNE NATIONAL VETERANS BURIAL GROUND

Cheyenne, WY

## SUMMARY

YEAR: 2018-2020

DELIVERY: Design-Build

BUDGET: \$3.63M

COMPLETED COSTS: \$3.65M

CONTACT:

Joselito Roman,

Contracting Officer

Joselito.Roman@va.gov

(540) 658-7213



The scope of this project included the development of a 5-acre Master Plan for the entire site and construction documents (design-build delivery) for Phase 1 (2.42-acres). This site is in a difficult location due to extreme climatic concerns such as high winds and low rainfall. Creative solutions for landscaping and irrigation were required. The climate in Cheyenne ranges from freezing temperatures in the winter and hot summers. Proper depths and road sections able to withstand the freeze/thaw cycle were planned for, as well as protection of irrigation and other water systems. Additionally, extremely high winds on the site required special consideration of flagpole placement and planning for mechanical entrance gates. Future plans for this cemetery are to connect to a municipal water supply, and preparation for this expansion was made and accounted for in the design.

Specific design features include:

- Signage and entrance features including VA emblems and lighting
- Access roads and parking
- Flag/Assembly Area, including mounting structures
- Site Furnishings (Flower water stations, flagpoles, and benches)
- Utility Distribution Systems (electric and water)
- Grading and storm-water management.
- Fencing (ornamental and black vinyl chain-link)
- Burial sections using double-depth crypts.
- Memorial wall and memorial section
- Area for monuments and plaques.
- In-ground cremains burial sites
- Columbaria
- Oversize crypts burial sections
- Private vaults burial sections
- Committal Service Shelter
- Landscaping
- Irrigation System
- Wayfinding Signage

### RELEVANCE TO WSVC PROJECT:

COLUMBARIUM NICHE WALLS

FENCING AND ENTRANCE GATES

CEMETERY IRRIGATION DESIGN

ROADS AND PARKING



FOURFRONT  
DESIGN INC.





## FT. SNELLING NATIONAL CEMETERY GRAVESITE EXPANSION & SITE IMPROVEMENTS

### Minneapolis, MN

# SUMMARY

YEAR: 2022 - present

DELIVERY: Design-Bid-Build

BUDGET: \$74M

COMPLETED COSTS: In Design Phase

CONTACT:

Robert Wertsler, COR

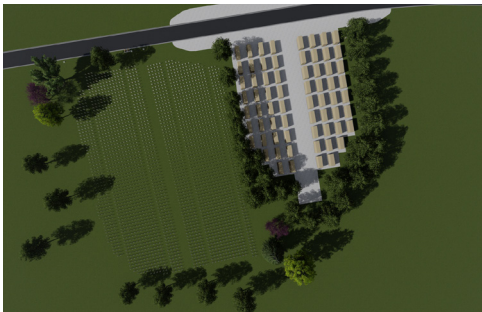
robert.werstler@va.gov

(202) 251-5865

Our team was awarded this task order under our Central Region IDIQ for the National Cemetery Administration. This project involves a large gravesite expansion, new design and remodel of five buildings, new committal shelters, new columbarium courtyards with niche walls, extensive landscaping, fencing, and site features, and a new entrance gate.

Specific design features include:

- Signage and entrance features including VA emblems and lighting
- Access roads and parking
- Flag/Assembly Area, including mounting structures
- Site Furnishings (Flower water stations, trash receptacles, and benches)
- Utility Distribution Systems (electric, water, and telecommunications)
- Grading and storm-water management.
- Fencing (historic ornamental, black vinyl chain-link)
- Burial sections using double-depth crypts.
- In-ground cremains burial sites
- New Columbarium Court
- Oversize crypts burial sections
- Public Information Center Plaza
- Committal Service Shelter
- Wayfinding Signage
- Landscaping
- Irrigation System



RELEVANCE TO WSVCS PROJECT:

COLUMBARIUM NICHE WALLS

FENCING AND ENTRANCE GATES

CEMETERY IRRIGATION DESIGN

ROADS AND PARKING



FOURFRONT  
DESIGN INC.

Washington State Veterans Cemetery, Medical Lake, WA | Response to Request for Qualifications



## SANTA FE NATIONAL CEMETERY, 4,000 COLUMBARIA & 1,000 IN-GROUND CREMAINS

Santa Fe, NM

### SUMMARY

YEAR: 2012 - 2014  
 DELIVERY: Design-Bid-Build  
 BUDGET: \$2.5M  
 COMPLETED COSTS: \$2.57M  
 CONTACT:  
 John Kays  
 (202) 632-5057

Our team was awarded this task order under our Nationwide IDIQ for the National Cemetery Administration. It required design of three conceptual columbarium courtyard and in-ground cremains. The concept is a formal garden wall design that establishes a court or courts connected by garden walks with three to five niche high columbaria. Major elements of the design included walls, walks, roads, site furnishing elements, parking as well as landscape architecture and irrigation. Much effort was made in the planning to reduce the amount of site disturbance for this important national landmark. The challenging 2-acre site required innovation and a fluid solution to meet these requirements as well as those of viewshed preservation and natural buffer maintenance. Because the Santa Fe National Cemetery is listed on the National Register of Historic Places, our team was required to act as the NCA's agent for submission of Section 106 reviews to the State Historic Preservation Officer.

#### RELEVANCE TO WSVC PROJECT:

COLUMBARIUM NICHE WALLS

FENCING

CEMETERY IRRIGATION DESIGN

ROADS AND PARKING

## RIVERSIDE NATIONAL CEMETERY, COLUMBARIUM - 5,000 NICHES

Riverside County

### SUMMARY

YEAR: 2016  
 DELIVERY: Design-Bid-Build  
 BUDGET: \$4.2M  
 COMPLETED COSTS: \$4.3M  
 CONTACT:  
 Peggy Jensen  
 (202) 632-5895

The cemetery, located 70 miles east of Los Angeles, is the third largest cemetery managed by the NCA and is one of the busiest in the system. After our team obtained all topographic surveys, geotechnical investigations, and soils reports and tests, we designed a new 5,000 niche columbarium that imitated the existing courtyard style in the cemetery. The planting designs are designed on Xeriscape principles and consist primarily of trees and large cobble mulch. The scope of work included landscape revisions at the existing columbarium to meet current NCA standards.



#### RELEVANCE TO WSVC PROJECT:

COLUMBARIUM NICHE WALLS

CEMETERY IRRIGATION DESIGN

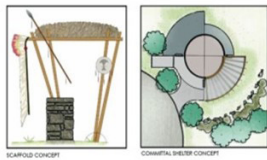
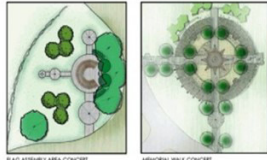


FOURFRONT  
 DESIGN INC.





PROPERTY AREA DATA			LAND USE INFORMATION		
SECTION	ACRES	AREA	AREA	PERCENT	TOTAL
1	1.00	1.00	1.00	1.58	1.58
2	1.00	1.00	1.00	1.58	1.58
3	1.00	1.00	1.00	1.58	1.58
4	1.00	1.00	1.00	1.58	1.58
5	1.00	1.00	1.00	1.58	1.58
6	1.00	1.00	1.00	1.58	1.58
7	1.00	1.00	1.00	1.58	1.58
8	1.00	1.00	1.00	1.58	1.58
9	1.00	1.00	1.00	1.58	1.58
10	1.00	1.00	1.00	1.58	1.58
11	1.00	1.00	1.00	1.58	1.58
12	1.00	1.00	1.00	1.58	1.58
13	1.00	1.00	1.00	1.58	1.58
14	1.00	1.00	1.00	1.58	1.58
15	1.00	1.00	1.00	1.58	1.58
16	1.00	1.00	1.00	1.58	1.58
17	1.00	1.00	1.00	1.58	1.58
18	1.00	1.00	1.00	1.58	1.58
19	1.00	1.00	1.00	1.58	1.58
20	1.00	1.00	1.00	1.58	1.58
21	1.00	1.00	1.00	1.58	1.58
22	1.00	1.00	1.00	1.58	1.58
23	1.00	1.00	1.00	1.58	1.58
24	1.00	1.00	1.00	1.58	1.58
25	1.00	1.00	1.00	1.58	1.58
26	1.00	1.00	1.00	1.58	1.58
27	1.00	1.00	1.00	1.58	1.58
28	1.00	1.00	1.00	1.58	1.58
29	1.00	1.00	1.00	1.58	1.58
30	1.00	1.00	1.00	1.58	1.58
31	1.00	1.00	1.00	1.58	1.58
32	1.00	1.00	1.00	1.58	1.58
33	1.00	1.00	1.00	1.58	1.58
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36	1.00	1.00	1.00	1.58	1.58
37	1.00	1.00	1.00	1.58	1.58
38	1.00	1.00	1.00	1.58	1.58
39	1.00	1.00	1.00	1.58	1.58
40	1.00	1.00	1.00	1.58	1.58
41	1.00	1.00	1.00	1.58	1.58
42	1.00	1.00	1.00	1.58	1.58
43	1.00	1.00	1.00	1.58	1.58
44	1.00	1.00	1.00	1.58	1.58
45	1.00	1.00	1.00	1.58	1.58
46	1.00	1.00	1.00	1.58	1.58
47	1.00	1.00	1.00	1.58	1.58
48	1.00	1.00	1.00	1.58	1.58
49	1.00	1.00	1.00	1.58	1.58
50	1.00	1.00	1.00	1.58	1.58
51	1.00	1.00	1.00	1.58	1.58
52	1.00	1.00	1.00	1.58	1.58
53	1.00	1.00	1.00	1.58	1.58
54	1.00	1.00	1.00	1.58	1.58
55	1.00	1.00	1.00	1.58	1.58
56	1.00	1.00	1.00	1.58	1.58
57	1.00	1.00	1.00	1.58	1.58
58	1.00	1.00	1.00	1.58	1.58
59	1.00	1.00	1.00	1.58	1.58
60	1.00	1.00	1.00	1.58	1.58
61	1.00	1.00	1.00	1.58	1.58
62	1.00	1.00	1.00	1.58	1.58
63	1.00	1.00	1.00	1.58	1.58
64	1.00	1.00	1.00	1.58	1.58
65	1.00	1.00	1.00	1.58	1.58
66	1.00	1.00	1.00	1.58	1.58
67	1.00	1.00	1.00	1.58	1.58
68	1.00	1.00	1.00	1.58	1.58
69	1.00	1.00	1.00	1.58	1.58
70	1.00	1.00	1.00	1.58	1.58
71	1.00	1.00	1.00	1.58	1.58
72	1.00	1.00	1.00	1.58	1.58
73	1.00	1.00	1.00	1.58	1.58
74	1.00	1.00	1.00	1.58	1.58
75	1.00	1.00	1.00	1.58	1.58
76	1.00	1.00	1.00	1.58	1.58
77	1.00	1.00	1.00	1.58	1.58
78	1.00	1.00	1.00	1.58	1.58
79	1.00	1.00	1.00	1.58	1.58
80	1.00	1.00	1.00	1.58	1.58
81	1.00	1.00	1.00	1.58	1.58
82	1.00	1.00	1.00	1.58	1.58
83	1.00	1.00	1.00	1.58	1.58
84	1.00	1.00	1.00	1.58	1.58
85	1.00	1.00	1.00	1.58	1.58
86	1.00	1.00	1.00	1.58	1.58
87	1.00	1.00	1.00	1.58	1.58
88	1.00	1.00	1.00	1.58	1.58
89	1.00	1.00	1.00	1.58	1.58
90	1.00	1.00	1.00	1.58	1.58
91	1.00	1.00	1.00	1.58	1.58
92	1.00	1.00	1.00	1.58	1.58
93	1.00	1.00	1.00	1.58	1.58
94	1.00	1.00	1.00	1.58	1.58
95	1.00	1.00	1.00	1.58	1.58
96	1.00	1.00	1.00	1.58	1.58
97	1.00	1.00	1.00	1.58	1.58
98	1.00	1.00	1.00	1.58	1.58
99	1.00	1.00	1.00	1.58	1.58
100	1.00	1.00	1.00	1.58	1.58



# OGLALA SIOUX TRIBE VETERANS CEMETERY

## Pine Ridge, SD

### SUMMARY

YEAR: 2012\*  
 DELIVERY: Design-Build  
 BUDGET: \$6.94M  
 COMPLETED COSTS: \$6.3M  
 CONTACT: Rodney Clark  
 (605) 441.6790

\*not within 5-8 year time frame, but included as a supplement

FourFront Design, Inc. was selected to provide professional design services for the 63.31 acre cemetery. The project was delivered in three phases. A Master Plan phase outlined the requirements of the project, and aligned it with the Department of Veterans Affairs National Cemetery Administration’s guidelines found in the VCGS Master Plan Requirements document. The Design Phase further developed the plan, and allowed the completion of the Schematic Design through Construction Documentation for the project. The submittal documents were delivered two days earlier than required for a condensed schedule in order to meet the deadline for a grant. The Construction Phase delivered a beautiful cemetery that honors those who gave their all to their country.

The sustainable goals included minimal impact on site by using the existing landform, and adaptive, water efficient native plantings. Renewable or recycled materials were used in construction. Scope of work included a Committal Shelter, Memorial Wall, Combined Administration/ Maintenance building, Honor Guard building, Parking, and Public Restrooms.



- RELEVANCE TO WSVC PROJECT:
- COMMITTAL SHELTER AND MEMORIAL WALL
- FENCING AND ENTRANCE GATES
- CEMETERY IRRIGATION DESIGN
- ROADS AND PARKING





## MEMORIAL FIELD Federal Way, WA

# SUMMARY

YEAR: 2023

DELIVERY: Progressive Design-Build

BUDGET: \$25M

COMPLETED COSTS: \$25M

CONTACT:

Michael Swartz, Executive Director  
of Capital Projects Federal Way  
Public Schools

mswartz@fwps.org

(253) 945-5992

The Memorial Field progressive design-build project replaces an existing athletic facility that has served the community of Federal Way since 1971. The project includes two covered grandstand structures with a capacity for 4,000 spectators and buildings for concessions, restrooms, locker rooms, and ticketing. Athletic improvements include a synthetic turf field, running track, and facilities for field events such as long-jump, pole vault, and shotput. BNBuilders served as the general contractor and McGranahan Architects served as the architect.

This large site triggered a requirement to provide detention of stormwater, and options considered included an expensive detention vault under a parking area. Ethos Civil investigated and discovered an available space next to an existing pond and developed a solution to expand the existing pond in a way that provided capacity for the Memorial Field development. The existing flow control manhole was retrofitted with new equipment that allowed the expanded pond to meet current stormwater code requirements. Ethos Civil staff coordinated closely with the City of Federal Way to develop this solution. Retrofitting the existing detention pond proved to be the most economical option for managing stormwater. The simplified approach also reduced the impact on schedule and helped the contractor deliver the project on time.

Specific design features include:

- Stormwater conveyance & Treatment
- Sanitary sewer improvements
- Accessible Pedestrian Path
- Low Impact Development
- Water main extension
- Horizontal Control Plan
- Grading

RELEVANCE TO WSVC PROJECT:

WASHINGTON STATE PROJECT

ROADS AND PARKING





## SOUTH PLAZA PARK Seattle, WA

# SUMMARY

**YEAR:** 2021-PRESENT

**DELIVERY:** Design-Bid-Build

**BUDGET:** \$1.2M

**COMPLETED COSTS:** In Construction

**CONTACT:**

Jay Rood, Senior Capital Projects,  
City of Seattle

Jay.rood@seattle.gov  
(206) 516-9477

Specific design features include:

- Frontage Improvements
- Stormwater Conveyance
- Stormwater Treatment
- Low Impact Development
- Electrical
- New Sidewalk, Curb, & Gutter
- Horizontal Control Plan
- Entitlement

The South Park Plaza provides a place for the culturally diverse neighborhood of South Park, Seattle, to play, gather and hold community events. Central to this 0.83-acre park is the lower plaza area that is surfaced with a combination of concrete and natural turf designed to athletic field standards and equipped with both event lighting and power. Permanent plaza seating includes concrete seat walls with intricate tile design and bistro-style tables and chairs. Backdropping the plaza stage are elevated 7-ft tall bold colored metal letters of the neighborhood name with detailed cut metal face. An upper entry plaza provides a gateway into the park, additional event seating or space for smaller group gatherings with similar artistic elements as the lower plaza. Solar powered covered tables with electric outlets provide outdoor opportunities for off-grid electronic use and device charging.

For everyday use, the park includes a playground and natural turf field with greenspace throughout. Low impact stormwater dispersion was utilized to manage on-site stormwater to maximize use of this inner-city park. Frontage improvements include new curb and gutter, sidewalk, a landscaped conveyance swale for on-site and off-site drainage. Sandblasted within the concrete of the lower plaza is the Lushootseed word 'Legwalb' for oxbow (literally abandoned) which this site once included prior to dredging of the present-day Duwamish Waterway for commercial transport. The park is tied together by a sinuous "oxbow" path surfaced with concrete and an oyster shell finish with interpretive signs throughout. The path will ultimately connect the public to the Duwamish in a future phase.

The overall design incorporates community input with cultural elements of Indigenous peoples and Latin-America to foster a place of connection to the past and present. Despite the current bidding climate, public bids were obtained in August 2023 within budget for the base and all additives. Construction is scheduled to start in the fall and be completed in spring 2024. Ethos Civil was selected as the prime consultant based on our permitting and soils-environmental expertise and successfully navigated both of these project elements and obtained permits well in advance of bidding.

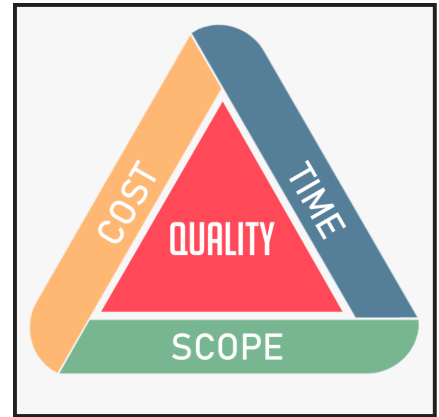
**RELEVANCE TO WSVS PROJECT:**

**WASHINGTON STATE PROJECT**

**ROADS AND PARKING**



# 05 PAST PERFORMANCE



The FourFront Design team has a vast amount of experience in cemetery design work. Much of this work is through the federal government, who utilizes PPQs and CPARs to rate contractor performance. We've included our relevant ratings below to demonstrate our successful past performance, specifically in cemetery projects.

To maintain the Owner's project scope, we employ advanced Project Management techniques that constantly check design direction and changes in accordance with the SOW scope. Anything that falls outside of the stated scope will be quickly and clearly communicated to the Owners to ensure their project needs are getting met, while aligning with their program goals.

Our team has always emphasized completing our work within the time frames allotted, within budget and with minimal field change orders to create a facility that meets the project requirements. We create a Design Quality Control Plan (DQCP) on all its projects and FourFront employees are trained to carry it out. Employees utilize QA/QC checklists at each submittal and regularly review the client and internal lessons-learned database. The commitment to our DQCP is not limited to the production staff.

FourFront's Quality Control Process includes:

- Project-specific practices that maximize design team coordination and ensure incorporation of all client criteria.
- Verifies that the regulatory standards have been met.
- Verifies that the project will adhere to sound basic considerations in terms of the proposed planning solution, its related subsystems, and the expected implementation techniques.

Work quality is strongly influenced at FourFront by inherent, general quality assurance practices including:

- The dedication of the corporation to quality.
- The hiring of qualified personnel.
- Continuing education and training of personnel.
- Policies contributing to the reduction turnover which results in stability of operations.
- Providing adequate facilities and equipment to support the work.

CATEGORY	% OF TOTAL 2022 CPARS
Exceptional - Management	15.00%
Exceptional - Schedule	15.00%
Exceptional - Cost Control	20.00%
Very Good - Management	10.00%
Very Good - Schedule	10.00%
Very Good - Cost Control	5.00%

\* 75% of 2022 CPARS were satisfactory at the minimum



- Exceptional - Management
- Exceptional - Schedule
- Exceptional - Cost Control
- Very Good - Management
- Very Good - Schedule
- Very Good - Cost Control

# 06 DIVERSE BUSINESS INCLUSION STRATEGY



**FourFront Design** is proud to be a Certified Woman Owned Small Business (WOSB) and Service-Disabled Veteran Owned Small Business (SDVOSB).



**Ethos Civil** also holds the designation of being a certified Service-Disabled Veteran-Owned Small Business (SDVOSB) with the Small Business Administration, a certified Veteran Owned Business (VOB) by the Washington State Department of Veterans Affairs and a certified Small Business Enterprise (SBE) by the WA State OMWBE.



## SUPPLEMENT (A)

### Public Works Inclusion Plan Template

**Voluntary goals for certified diverse business participation:** *(Of the total contract work, what is the percentage of diverse business participation proposed for this project, including the prime and subcontracting/joint venturing on this project?)*

#### 1. Anticipated Certified Diverse Business Participation (Goals)

State certification category	Washington State / DES Goals	Anticipated Percent of Contract Amount (Goals)
Minority-owned business	10%	0%
Women-owned business	6%	70%
Veteran-owned business	5%	94%
Small/mini/micro business	5%	94%

# 07 SF330 FORM PART II

## ARCHITECT ENGINEER QUALIFICATIONS

1. SOLICITATION NUMBER (If any)

### PART II - GENERAL QUALIFICATIONS

(If a firm has branch offices, complete for each specific branch office seeking work.)

2a. FIRM (or Branch Office) NAME FourFront Design, Inc.			3. YEAR ESTABLISHED 2006	4. UNIQUE ENTITY IDENTIFIER: PPMKJ7QSUL76	
2b. STREET 1211 Echelon Place Suite B			5. OWNERSHIP		
2c. CITY Helena	2d. STATE MT	2e. ZIP CODE 59602			
6a. POINT OF CONTACT NAME AND TITLE Stephanie Holman, President/CEO			b. SMALL BUSINESS STATUS SDVOSB, WOSB		
6b. TELEPHONE NUMBER 605-342-9470		6c. E-MAIL ADDRESS stephanie.holman@fourfrontdesign.com			
8a. FORMER FIRM NAME(S) (If any)			8b. YEAR ESTABLISHED	8c. UNIQUE ENTITY IDENTIFIER	
Alliance of Architects and Engineers/renamed enVision Design, Inc., 2006			1980	020187027	
Thurston Design Group, LLP			1981	188086235	
Dawes Engineering			2011		

### 9. EMPLOYEES BY DISCIPLINE

### 10. PROFILE OF FIRM'S EXPERIENCE AND ANNUAL AVERAGE REVENUE FOR LAST 5 YEARS

a. Function Code	b. Discipline	c. No. of Employees		a. Profile Code	b. Experience	c. Revenue Index Number (see below)	
		(1) FIRM	(2) BRANCH				
02 (fed)	Administrative/Accounting	9		A09 (fed)	Anti-Terrorism/Force Protection	4	
01	Architect	4		C02 (fed)	Cemeteries (Planning & Design)	6	
08 (fed)	BIM/CADD Technician	7		017	Commercial Building (low rise)	5	
03	Electrical Engineer	5	5	C15 (fed)	Construction Management	2	
37 (fed)	Interior Design	3		029	Educational Facilities; Classrooms	3	
07	Landscape Architect	4	2	214	Electrical Studies and Design	1	
04	Mechanical Engineer	2	2	035	Energy Conserv.; New Energy	2	
48 (fed)	Project/Program Manager	5	1	043	Heating; Ventilating; Air Cond.	5	
02	Civil Engineer	1		H07 (fed)	Highways; Streets; Airfield Paving	3	
58 (fed)	Technician/Analyst	1		047	Historical Preservation	3	
				048	Hospital & Medical Facilities	6	
				I05 (fed)	Interior Design; Space Planning	4	
				I06 (fed)	Irrigation; Drainage	2	
				L03 (fed)	Landscape Architecture	5	
				060	Libraries; Museums; Galleries	1	
				M05 (fed)	Military Design Standards	1	
				072	Office Buildings; Industrial Parks	5	
				P06 (fed)	Planning (Site, Installation)	3	
				R04 (fed)	Recreation Facilities	1	
				100	Sustainable Design	1	
				S13 (fed)	Storm Water Handling & Facilities	2	
	Other Employees			W03 (fed)	Water Supply; Treatment & Dist.	1	
<b>Total</b>		41	10				

### 11. ANNUAL AVERAGE PROFESSIONAL SERVICES REVENUES OF FIRM FOR LAST 3 YEARS

(Insert revenue index number shown at right)

a. Federal Work	7
b. Non-Federal Work	6
<b>c. Total Work</b>	<b>7</b>

### PROFESSIONAL SERVICES REVENUE INDEX NUMBER

1. Less than \$100,000.
2. \$100,000 to less than \$250,000
3. \$250,000 to less than \$500,000
4. \$500,000 to less than \$1 million
5. \$1 million to less than \$2 million
6. \$2 million to less than \$5 million
7. \$5 million to less than \$10 million
8. \$10 million to less than \$25 million
9. \$25 million to less than \$50 million
10. \$50 million or greater

### 12. AUTHORIZED REPRESENTATIVE

The foregoing is a statement of facts.

a. SIGNATURE <i>Stephanie Holman</i>	b. DATE 12/4/2023
c. NAME AND TITLE Stephanie Holman, MBA, PMP, SMSgt US Air Force (Ret) President/CEO	

# ARCHITECT ENGINEER QUALIFICATIONS

1. SOLICITATION NUMBER (If any)

## PART II - GENERAL QUALIFICATIONS

(If a firm has branch offices, complete for each specific branch office seeking work.)

2a. FIRM (or Branch Office) NAME FourFront Design, Inc.			3. YEAR ESTABLISHED 2006	4. UNIQUE ENTITY IDENTIFIER: PPMKJ7QSUL76
2b. STREET 517 7th Street			5. OWNERSHIP	
2c. CITY Rapid City	2d. STATE SD	2e. ZIP CODE 57701		
6a. POINT OF CONTACT NAME AND TITLE Stephanie Holman, MBA, PMP, President/CEO			a. TYPE Corporation	
6b. TELEPHONE NUMBER 605-342-9470		6c. E-MAIL ADDRESS stephanie.holman@fourfrontdesign.com		b. SMALL BUSINESS STATUS SDVOSB, WOSB
8a. FORMER FIRM NAME(S) (If any)			8b. YEAR ESTABLISHED	8c. UNIQUE ENTITY IDENTIFIER
Alliance of Architects and Engineers/renamed enVision Design, Inc., 2006			1980	020187027
Thurston Design Group, LLP			1981	188086235
Dawes Engineering			2011	

9. EMPLOYEES BY DISCIPLINE				10. PROFILE OF FIRM'S EXPERIENCE AND ANNUAL AVERAGE REVENUE FOR LAST 5 YEARS		
a. Function Code	b. Discipline	c. No. of Employees		a. Profile Code	b. Experience	c. Revenue Index Number (see below)
		(1) FIRM	(2) BRANCH			
02 (fed)	Administrative/Accounting	9		A09 (fed)	Anti-Terrorism/Force Protection	4
01	Architect	4		C02 (fed)	Cemeteries (Planning & Design)	6
08 (fed)	BIM/CADD Technician	7		017	Commercial Building (low rise)	5
03	Electrical Engineer	5		C15 (fed)	Construction Management	2
37 (fed)	Interior Design	3		029	Educational Facilities; Classrooms	3
07	Landscape Architect	4		214	Electrical Studies and Design	1
04	Mechanical Engineer	2		035	Energy Conserv.; New Energy	2
48 (fed)	Project/Program Manager	5		043	Heating; Ventilating; Air Cond.	5
02	Civil Engineer	1		H07 (fed)	Highways; Streets; Airfield Paving	3
58	Technician/Analyst	1		047	Historical Preservation	3
				048	Hospital & Medical Facilities	6
				I05 (fed)	Interior Design; Space Planning	4
				I06 (fed)	Irrigation; Drainage	2
				L03 (fed)	Landscape Architecture	5
				060	Libraries; Museums; Galleries	1
				M05 (fed)	Military Design Standards	1
				072	Office Buildings; Industrial Parks	5
				P06 (fed)	Planning (Site, Installation)	3
				R04 (fed)	Recreation Facilities	1
	Other Employees			100	Sustainable Design	1
				S13 (fed)	Storm Water Handling & Facilities	2
	<b>Total</b>	41		W03 (fed)	Water Supply; Treatment & Dist.	1

11. ANNUAL AVERAGE PROFESSIONAL SERVICES REVENUES OF FIRM FOR LAST 3 YEARS (Insert revenue index number shown at right)			PROFESSIONAL SERVICES REVENUE INDEX NUMBER			
a. Federal Work		7	1. Less than \$100,000.	6. \$2 million to less than \$5 million		
b. Non-Federal Work		6	2. \$100,000 to less than \$250,000	7. \$5 million to less than \$10 million		
c. Total Work		7	3. \$250,000 to less than \$500,000	8. \$10 million to less than \$25 million		
			4. \$500,000 to less than \$1 million	9. \$25 million to less than \$50 million		
			5. \$1 million to less than \$2 million	10. \$50 million or greater		

### 12. AUTHORIZED REPRESENTATIVE

The foregoing is a statement of facts.

a. SIGNATURE <i>Stephanie Holman</i>	b. DATE 12/4/2023
---	----------------------

c. NAME AND TITLE  
Stephanie Holman, MBA, PMP, SMSgt US Air Force (Ret) President/CEO





# ARCHITECT ENGINEER QUALIFICATIONS

1. SOLICITATION NUMBER (If any)

## PART II - GENERAL QUALIFICATIONS

(If a firm has branch offices, complete for each specific branch office seeking work.)

2a. FIRM (OR BRANCH OFFICE) NAME Albertson Engineering, Inc.			3. YEAR ESTABLISHED 1999	4. UNIQUE ENTITY IDENTIFIER KHCTAFQE5NN4
2b. STREET 3202 W Main St., Suite C			5. OWNERSHIP	
2c. CITY Rapid City	2d. STATE SD	2e. ZIP CODE 57702	a. TYPE S-Corporation	
6a. POINT OF CONTACT NAME AND TITLE Mike Albertson, PE			b. SMALL BUSINESS STATUS Small Business	
6b. TELEPHONE NUMBER 605-343-9606	6c. E-MAIL ADDRESS mike@albertsonengineering.com		7. NAME OF FIRM (If block 2a is a branch office)	
8a. FORMER FIRM NAME(S) (If any)			8b. YR. ESTABLISHED	8c. UNIQUE ENTITY IDENTIFIER

9. EMPLOYEES BY DISCIPLINE				10. PROFILE OF FIRM'S EXPERIENCE AND ANNUAL AVERAGE REVENUE FOR LAST 5 YEARS		
a. Function Code	b. Discipline	c. No. of Employees		a. Profile Code	b. Experience	c. Revenue Index Number (see below)
		(1) FIRM	(2) BRANCH			
05	Structural Engineer	12		A09 (fed)	Anti-Terrorism/Force Protection	2
8 (fed)	Structural Draftsman	9		008	Auditoriums/Theaters	1
2 (fed)	Administrative	3		B01 (fed)	Barracks/Dormitories	2
				011	Bridges	1
				C08 (fed)	Codes; Standards; Ordinances	2
				017	Commercial Bldg (low rise)/Shopping Centers	3
				C18 (fed)	Cost Estimating; Cost Engineering and Analysis; Parametric Costing	1
				D07 (fed)	Dining Halls; Clubs; Restaurants	1
				029	Educational Facilities; Classrooms	3
				F02 (fed)	Field Houses; Gyms; Stadiums	2
				039	Garages; Vehicle Maintenance Facilities; Parking Decks	3
				048	Hospitals & Medical Facilities	3
				H10 (fed)	Hotels; Motels	2
				060	Libraries; Museums; Galleries	1
				M05 (fed)	Military Design Standards	1
				072	Office Buildings; Industrial Parks	1
				P09 (fed)	Product, Machine Equipment	1
				R04 (fed)	Recreation Facilities	1
				089	Rehabilitation (Buildings; Structures; Facilities)	1
				095	Seismic Design & Studies	1
	Other Employees			087	Swimming Pools	1
<b>Total</b>		<b>20</b>		T06 (fed)	Tunnels & Subways	1

11. ANNUAL AVERAGE PROFESSIONAL SERVICES REVENUES OF FIRM FOR LAST 3 YEARS (Insert revenue index number shown at right)		PROFESSIONAL SERVICES REVENUE INDEX NUMBER			
a. Federal Work	3	1. Less than \$100,000.	6. \$2 million to less than \$5 million	7. \$5 million to less than \$10 million	8. \$10 million to less than \$25 million
b. Non-Federal Work	5	2. \$100,000 to less than \$250,000	9. \$25 million to less than \$50 million	10. \$50 million or greater	
c. Total Work	6	3. \$250,000 to less than \$500,000			
		4. \$500,000 to less than \$1 million			
		5. \$1 million to less than \$2 million			





FOURFRONT  
DESIGN INC.

**ETHOS**  
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Engineering Entitlement Project Management