

PROPOSAL FOR DISASTER DEBRIS MONITORING SERVICES FOR FRANKLIN COUNTY, FL



AUGUST 5, 2024 | 3:00 PM EST

ORIGINAL



Contact:

Derrick Tucker, PE
2501 Avenue J, Suite 120
Arlington, TX 76006

Phone: 817.548.0696

Cell: 601.506.3298

Email: derrick.tucker@neel-schaffer.com



Table of Contents

Tab A	Statement of Interest and Introduction.....	1
Tab B	Experience.....	4
Tab C	Financial Information.....	42
Tab D	References.....	63
Tab E	Proposal Matrix.....	65
Tab F	Licenses.....	80
Tab G	Insurance.....	84
Tab H	Required Documents.....	86

TAB A

STATEMENT OF INTEREST AND INTRODUCTION





A NEEL-SCHAFER COMPANY

August 5, 2024

Franklin County Clerk of Courts
Attention: Michele Maxwell
33 Market Street, Suite 203
Apalachicola, FL 32320

Re: Proposal for Disaster Debris Monitoring Services

Dear Members of the Evaluation Committee:

True North Emergency Management, LLC and Neel-Schaffer, Inc. (the True North team) is pleased to present our qualifications to Franklin County for providing disaster debris monitoring services related to debris removal and reduction. True North Emergency Management is a wholly owned subsidiary of Neel-Schaffer Engineers and Planners, Inc. specializing in emergency management and debris monitoring services. The True North team has multiple offices located in Florida including one in nearby Chipley. Having expertise and resources in the state of Florida will provide valuable resources for our disaster response missions, assisting with increased efficiency of project startup, continuity of field operations, and follow through with thorough project documentation support. **The True North team is proud to include Alday-Howell Engineering, Inc. and Southern Consulting Engineers as team members to assist with pre and post event mobilization and CEI if needed.** We recently managed a large project for FDOT District Two, in response to Hurricane Idalia. The True North team is very committed to providing exemplary disaster recovery services to Franklin County. Our team will be led by *Richard Sosebee (designated Project Manager)*, a local Wakulla County resident.

We have managed billions of dollars in disaster recovery projects over the last 23 years. *These services have included debris monitoring, FEMA Public Assistance (PA) consulting, project worksheets, housing programs, CDBG-DR, emergency management planning, and our more recent PA consulting with the COVID-19 pandemic.* We have assisted hundreds of impacted communities with program management, financial recovery, debris management, technical assistance, Private Property Debris Removal (PPDR – ROE programs) and disaster debris management planning (DDMP). True North and Neel-Schaffer have also provided engineering related recovery services such as environmental reviews, damage assessments, cost estimations and inspection services. True North has provided disaster recovery services in nine of the ten FEMA regions; providing services for cities, counties, states, federal agencies, private industry and tribal governments. This includes successful management of local government reimbursement processes from numerous federal agencies including FEMA, Federal Highway Administration (FHWA) and Housing & Urban Development (HUD / CDBG-DR).

True North debris projects have included both public and private property, as well as residential, commercial, and institutional structure demolition and other specialized monitoring. We have monitoring experience on all types of disaster debris, including vegetative debris, hazardous trees and limbs, C&D debris, E-waste, marine debris, abandoned vehicles, derelict vessels, hazardous waste, white goods, structure demolition, RACM, ash, beach sand cleaning and contaminated debris.

We are confident that the True North team is the best qualified firm to provide debris monitoring and disaster recovery management services for Franklin County. Our recovery team is centered around the expertise of more than a dozen Subject Matter Experts, formerly with the USACE along with three former FEMA Debris Specialists. We have the experience, ability and the depth of staff required for this contract. Our top priority is to ensure maximum eligible federal funding and we are prepared to assist Franklin County to achieve this goal.

Our experience in debris monitoring and disaster recovery management efforts to date has shown that securing qualified personnel, providing timely responses, and maintaining proper documentation are instrumental to recovery following the devastation caused by disasters. True North will provide an exceptional staff of qualified and experienced managers and supervisors. Our management and supervisory team will secure requested project specific training prior to activation. We



A NEEL-SCHAFER COMPANY

will hire and staff the project with trained, local residents as monitors. Locally hired monitors comprise about 80-90 percent of our workforce. Debris monitors will be trained on all aspects of debris eligibility, recognizing ROW, Automated Debris Management System (ADMS) electronic documentation, and safety on the project.

True North Emergency Management prides itself on providing a best value service that optimizes experience, quality, cost and efficiency. True North has the demonstrated ability, capacity, and skill to provide the services required for comprehensive debris management. The quality of performance in our previous contract activations is a testament to the value of providing exceptional staff and leadership. Our staff is highly regarded in the debris management field and has the integrity, reputation, and experience necessary to assist Franklin County in its disaster recovery efforts.

All our employees, both permanent and temporary, must pass drug screening and a work eligibility check before joining the True North work force. Our commitment to providing the highest quality of service in a safe and timely manner is what sets True North apart from its competitors.

With our advanced ADMS, True North leads the industry with data management, electronic ticketing, and data collection requirements. Our reporting and mapping are all customizable to meet the needs of Franklin County. All of our debris removal operations are recorded utilizing our state-of-the-art electronic ticketing and data management system including ROW debris removal and hazardous hanging limbs and tree removals, meeting all FEMA guidelines and requirements. Having a scalable and dynamic debris monitoring application has allowed True North to quickly add field units to ensure ADMS continuity throughout the lifecycle of our projects.

The True North team is committed to minimizing costs to Franklin County through competitive hourly rates along with careful management of workforce size and working hours. We will work closely with Franklin County in developing staffing levels to ensure adequate oversight and documentation of the project while minimizing costs to Franklin County as well as the public. We take very seriously the challenge of managing a quick, effective debris removal project, while maximizing federal and state reimbursement. True North has a proven track record of getting our clients full reimbursement of all eligible debris removal and monitoring costs.

The True North team is ready and able to serve Franklin County. We encourage you to contact our references to inquire about the professionalism, ethics, integrity, and hard work of our staff in disaster debris management services.

The undersigned is an authorized representative of True North. If we can be of any immediate assistance, or if you have any questions regarding this proposal, please feel free to contact us at any time.

Sincerely,

TRUE NORTH EMERGENCY MANAGEMENT, LLC

A handwritten signature in blue ink that reads "Nelson Lucius".

Nelson Lucius, P.E., President

Cell: 817.201.1912

Email: nelson.lucius@neel-schaffer.com



TAB B

EXPERIENCE



FIRM EXPERIENCE

True North is a wholly owned subsidiary of Neel-Schaffer Engineers and Planners, Inc., specializing in emergency management and debris monitoring services. We provide comprehensive Emergency Management services in local, state, tribal, and commercial locations throughout the nation. We have demonstrated experience in supporting clients affected by all types of disasters, **having worked on many of the largest disasters in American history including Hurricanes Katrina, Sandy, Matthew, Harvey, Irma Michael, and Ian as well as the BP Oil Spill.**



True North will meet all program standards as provided for in the guides, including subsequent and related versions of such guidelines, as amended:

- Public Assistance Guide (FEMA 325 / July 2007);
- Public Assistance Debris Monitoring Guide (March 2021);
- Public Assistance Program and Policy Guide (PAPPG v.4);
- and, policy and procedure changes as described in FEMA Interim Policies, FEMA Administration Memos, and any such nationally published guidance, directives, etc. as required by FEMA.

True North Managers and FEMA Coordinators will meet all federal codes, regulations, and requirements, including subsequent and related versions of:

- The Stafford Act, as amended;
- The Code of Federal Regulations, 44 CFR, as amended;
- and, The Code of Federal Regulations, 2 CFR Chapter II, Part 200 et. al., as amended.

Authorized Negotiator

Derrick Tucker, PE, Sr. Vice President

Cell: 601-506-3298

Phone: 817-548-0696

Email: derrick.tucker@neel-schaffer.com

Project Manager

Richard Sosebee, Vice President

Cell: 662-934-0016

Phone: 817-548-0696

Email: rsosebee@truenorthEM.com

True North Headquarters

Arlington, TX

2501 Avenue J, Suite 120

Arlington, Texas 76006

Phone: 817-548-0696

Fax: 817-265-8532

Local Support Offices

Chipley, FL

896 Main St

Chipley, FL 32428

Phone: 850.600.0024

Tallahassee, FL

3301 Thomasville Road, Suite 201

Tallahassee, FL 32308

Phone: 850.848.5268

Neel-Schaffer has been in business since 1983 with **600-plus employees.**

In 2010, Neel-Schaffer reorganized its emergency management activities and formed True North Emergency Management. This was done in order to enable in-house subject matter experts in Emergency Management, Public Assistance and Debris Management Planning to focus on emergency preparedness and response services for its clients.

Neel-Schaffer and True North collaborate on many projects to augment our extensive knowledge of emergency management and debris monitoring with engineering and construction expertise to achieve the optimal project outcome. Having both engineering and debris monitoring qualifications as well as experience with state and federal programs, funding sources and reimbursement services makes us uniquely qualified to respond to this contract.

True North / Neel-Schaffer (hereinafter as True North) has provided comprehensive disaster recovery services to numerous clients across the United States, Puerto Rico and the US Virgin Islands. True North has assisted in many phases of the disaster recovery process including PA Consulting, Debris Monitoring, Project Management, Grant Management, Hazard Mitigation, Inspection and Housing Projects.

The True North team has worked closely with state and federal funding agencies for over 20 years in project funding, start up, documentation, invoice review, and payment follow up. We have worked in 9 different FEMA regions and have proven experience working with FEMA, FHWA, and the Natural Resources Conservation Service (NRCS). We have also worked with several DOT's and state emergency management agencies in numerous

states to achieve full eligible federal reimbursement through FEMA and FHWA programs.

Our staff includes the expertise of four former FEMA PA specialists, along with 14 Subject Matter Experts formerly with the USACE. Combined, these experts have over 300 years of experience.

True North's emergency management experience is very diverse, including debris management, monitoring, planning, project development, project management and financial recovery. We have provided monitoring services on multiple projects with more than a million cubic yards of debris removal and have monitored removal of more than 25 million cubic yards of debris in more than 150 communities. We have assisted our clients in monitoring the removal of all types of debris, such as right-of-way (ROW) debris, private property (right of entry) debris, commercial property, abandoned cars, marine debris, beach cleaning, vessel removal, hazardous trees/limbs, white goods, hazardous materials and e-waste.

The True North team has the capability, experience and commitment to complete all debris monitoring requirements and needs outlined in the Request for Proposal. **We have extensive debris monitoring experience and meet all of the minimum qualifications in the RFP and will maintain compliance with the contract terms.** The True North team has served dozens of communities following major disasters including tornadoes, hurricanes, severe winter storms, and floods. We are prepared to respond immediately and are fully committed to meeting the needs of Franklin County in the event of a disaster. While the True North team has a great deal of debris monitoring experience, we are not over-committed with contracts.

We believe True North is the best qualified firm to provide **DISASTER DEBRIS MONITORING SERVICES** for Franklin County. Our primary focus will be providing the highest level of service to Franklin County and its citizens.



Recent/Past Experience

Agency	Storm CY Debris	Contact Phone	Services Provided	Cost
Cities of Pasadena, Baytown, Webster, Seabrook, Deer Park, Iowa Colony, Morgan's Point, Hitchcock, Richwood	(Active) 2024 Hurricane Beryl Over 323, 477 CY to date	Azell Carter (Pasadena) 713.475.4977 Dena Mahan (Webster) 281.316.3712	ROW Debris Monitoring - Hazardous Trees	TBD - In Progress
City of Deer Park TX	2023 Texas Tornado 34,104 CY	Jamie Galloway 281.478.7298	ROW Debris Monitoring	\$28,873.00
Florida Division of Emergency Management /FL Dept of Environmental Protection	2022-23 Hurricane Ian Over 5M CY (subconsultant)	Eric Knapp (CDR-M Prime) 208.899.9422	ROW Debris Monitoring Hazardous Trees - PPDR - Vessels-Sand-E-waste-white goods - HHW	\$4,400,000
Biloxi, MS	2020 Hurricane Zeta 272,608 CY	Christy Lebatard, PE 228.435.6269	ROW Debris Monitoring - Mulch	\$497,461.50
Lafayette (LA) Consolidated Government	2020 Hurricane Delta 481,071 CY	Carrie Statler 337.349.7557	ROW Debris Monitoring - Mulch	\$1,149,488
Beauregard Parish LA	2020 Hurricane Laura 814,396 CY	Bryan McReynolds 337.463.7019	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - FEMA PA	\$1,823,502.76
Fairhope, AL	2020 Hurricane Sally 743,178 CY	Richard Johnson 251.929.0360	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - FEMA PA	\$1,274,903.07
Texas DOT, Polk County, TX	2020 Texas Tornadoes	Jeremy King, PE 936.633.4321	ROW Debris Monitoring	\$609,200.64
Bainbridge GA Decatur County GA	2019 Hurricane Michael	Alan Thomas 229.248.3030	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - Mulch	\$634,153.75
FL DOT N. Miami Beach Palm Coast SFMD (7 Districts), Seminole Tribe of FL St. Lucie Co, Hillsboro Beach, Fort Pierce FL	2017 Hurricane Irma Over 1M CY (total storm, all activations) 114,200 CY (St. Lucie County)	Rebecca Olson (St. Lucie County) 772.462.1528	ROW Debris Monitoring - Mulch Haul-out	\$352,000
San Patricio County TX	2017 Hurricane Harvey 372,326 CY	Sara Williams 361.587.3561	ROW Debris Monitoring - Mulch Haul-out	\$400,332.50
Chambers County TX	2017 Hurricane Harvey 140,000 CY	Ryan Holzaepfel 409.267.2445	ROW Debris Monitoring - Mulch Haul-out	\$115,253.50
City of La Porte TX	2017 Hurricane Harvey 400,000 CY	Johnny Morales 281.470.0009	ROW Debris Monitoring - Mulch Haul-out	\$114,000
South Carolina DOT (10 counties)	2016 Hurricane Matthew 1.1 M CY	Jeff Terry 803.646.2241	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - Mulch Haul-out	\$4,500,000
Texas DOT	2015 TxDOT Severe Storms Tornadoes Straight Line Winds Flooding 274,000 CY	Wendy Starkes 903.510.6589	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - FEMA PA	\$700,000
South Carolina DOT (8 counties)	2014 Winter Storm Pax 1.5M CY	Jeff Terry 803.646.2241	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - Mulch Haul-out	\$5,000,000

SELECTED PRIOR SUCCESSFUL EXPERIENCE

Relevant project experience of proposed True North team is demonstrated below and on the following pages.

BEAUREGARD PARISH, LA

HURRICANE LAURA - 2020-2021

Hurricane Laura made landfall as a deadly and destructive Category 4 hurricane early on August 27, 2020. Measured by wind speed, Laura was the tenth-strongest hurricane on record to make landfall in the USA. The impact of Laura on Louisiana was devastating, as severe flooding and extreme damage to homes wreaked havoc throughout the state. Official reports for Beauregard Parish indicated that 27,916 structures were damaged, and 346 structures were destroyed in the Parish. The True North team responded immediately upon notice to proceed performing damage assessments and truck certification. During the course of the storm debris clean-up, **over 814,000 cubic yards of eligible ROW vegetative debris was removed, reduced, and disposed of properly**. The True North team monitored and documented the debris stream from its origination to its final disposal. This ensured maximum FEMA reimbursement to the Parish.



Contract Summary:

Debris Summary:
814,396 CY

Number of Disposal
Sites: 8

Service Period:
9/21/2020 - 5/18/2021

Area (Square Miles):
1,166 SQ MI

Monitoring Cost:
\$1,823,502.75

Contact:
Brian McReynolds,
337-463-7019

CITY OF FAIRHOPE, AL

HURRICANE SALLY - 2020-2021

The City of Fairhope is a very progressive city in its attitude towards the care of their community and citizens. Regardless of the City's superior municipal capabilities, they were completely incapacitated at the initial onset of the disaster due to the magnitude of the destruction the City received. The City of Fairhope gave True North full authority in their recovery. In partnership with the City, we assisted them in a **very aggressive recovery with the monitoring of the debris and hazardous tree removal** as well as our assistance in navigating the FEMA Grants process, making their recovery a remarkable success story to normality.

Contract Summary:

Debris Summary:
750,613 CY

Number of Disposal
Sites: 3

Service Period:
9/21/2020 - 12/19/2020

Area (Square Miles):
14.53 SQ MI

Monitoring Cost:
\$1,274,903.07

Contact:
Richard D. Johnson,
251-929-0360

LAFAYETTE CONSOLIDATED GOVERNMENT, LA

HURRICANES LAURA AND DELTA - 2020

Hitting six weeks apart in August (Laura) and October (Delta), these two hurricanes carried 100-plus MPH winds and inflicted much damage to the City of Lafayette (LA) and its surrounding communities.

The Lafayette Consolidated Government enlisted True North to provide ROW Debris Monitoring, Hazardous Tree Removal Monitoring, and FEMA Public Assistance services, from September 3, 2020, through November March 8, 2021.

We monitored the removal of 390,156 cubic yards of debris and 90,915 cubic yards of mulch haul-out.

Contract Summary:

Debris Summary:
390,156 CY

Number of Disposal
Sites: N/A

Service Period:
9/3/2020 - 3/8/2021

Area (Square Miles):
269 SQ MI

Monitoring Cost:
\$1,149,488

Contact:
Carrie Sattler,
337-349-7557

BAINBRIDGE AND DECATUR COUNTY, GA

HURRICANE MICHAEL - 2019

Hurricane Michael was the first Category 5 hurricane to make landfall in the United States since Hurricane Andrew. Immediately following the storm True North mobilized to the Florida Panhandle to start work in the impacted area. Decatur County, GA is the furthest Southwest County in the State of Georgia and forms the state boundary with Florida. Decatur County initially had over 1 million cubic yards of debris spread across the County. The cleanup was deemed a Direct Federal Assistance Project managed and administered for the USACE. In January the USACE turned the project over to the Cities of Bainbridge and Decatur County.

True North served as the debris monitor for the City and County.

The largest part of the project was the identification, documentation, and removal of hazardous hanging limbs, trees, and stumps. True North in collaboration with FEMA, GEMA, the City, and the County successfully and safely **monitored the removal of over 25,000 compromised limbs and trees from over 600 miles of roads.** All tickets, photos, GPS, and documentation were captured using our electronic ticketing system. The Contractor had 20 crews on the project that were all monitored by True North. In addition to the hazardous trees, **True North also monitored the collection of over 250,000 CY of remaining disaster debris and its hauling, reduction, and disposal at recycling facilities and landfills.**

Contract Summary:

Debris Summary:
74,039 CY

Number of Disposal
Sites: 6

Service Period:
4/4/2019 - 7/29/2019

Area (Square Miles):
21 SQ MI

Monitoring Cost:
\$191,478.75

Contractor Cost:
\$1,407,790.18

Contact:
Alan Thomas,
229-248-3030

DEER PARK, TX

2023 TORNADO

On January 24, 2023, an F3 tornado swept through the Houston suburbs of Pasadena and Deer Park.

With wind speeds reaching up to 144 mph, the tornado caused extensive damage along its path, leaving a trail of destruction that extended approximately 18 miles. This formidable tornado turned out to be the most powerful to strike Harris County in almost two decades, leaving communities in dire need of recovery and cleanup efforts.

True North was activated by Deer Park to provide ROW debris monitoring services for the cleanup and recovery following the event. True North successfully managed and monitored the contractor during the removal and hauling of 34,104 cubic yards of eligible vegetative and C&D debris.

True North's dedicated team of professionals exhibited exceptional coordination and communication skills throughout the entire process. Their expertise in ROW debris monitoring enabled them to assess the environmental impact of the cleanup activities while ensuring compliance with the necessary regulations and guidelines.

Contract Summary:

Debris Summary:

34,104 CY

Number of Disposal Sites: 3

Service Period:

2/6/2023 - 3/4/2023

Area (Square Miles):

10.57 SQ MI

Monitoring Cost:

\$26,873.00

Contact:

Jamie Galloway,

281-478-7298



Additional Past Experience Summary

Event	Location	Experience
2023 Tornado	City of Deer Park, TX	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring
2022 Hurricane Ian	City of Maitland, FL; City of Sebastian, FL; FDEM/ FDEP	<ul style="list-style-type: none"> • Debris Monitoring - C&D, Vegetative, Vessel, Sand • Hazardous Tree Removal Monitoring
2021 California LNU Lightning Complex and Glass Wildfires	CalRecycle California Department of Resources and Recovery (Northern CA)	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • Removal included Ash/Recyclable materials/ Concrete/Contaminated Soil
2020 Hurricane Zeta	City of Biloxi, MS	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring
2020 Hurricane Delta	Lafayette Consolidated Government, Scott, LA	<ul style="list-style-type: none"> • Debris Monitoring - C&D Materials, Vegetative
2020 Hurricane Laura	City of DeRidder, Lafayette Consolidated Government, and Beauregard Parish, LA	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2020 Hurricane Sally	City of Fairhope, of Daphne, and Town of Perdido Beach, AL	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2020 Mississippi Tornadoes	Covington & Jones County, MS	<ul style="list-style-type: none"> • ROW Debris Monitoring of over 550,000 cy of storm generated debris.
2020 Texas Tornadoes	TXDOT (Polk County, TX)	<ul style="list-style-type: none"> • ROW Debris Monitoring of over 700,000 cy of storm generated debris.
2019 Hurricane Michael	FDOT, City of Bainbridge and Decatur County, GA	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring
Additional Past Experience		
2017 Hurricane Irma	FDOT, North Miami, Palm Coast, SFWMD (7 Districts), Seminole Tribe of Florida, St. Lucie County, Hillsboro Beach and Fort Pierce.	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • Canal/Waterway Debris Monitoring • FEMA Public Assistance
2017 Hurricane Harvey	San Patricio County, TX	<ul style="list-style-type: none"> • ROW Debris Monitoring • Mulch Haul-Out
2017 Hurricane Harvey	Chambers County, TX	<ul style="list-style-type: none"> • ROW Debris Monitoring • Mulch Haul-Out
2017 Hurricane Harvey	City of La Porte, TX	<ul style="list-style-type: none"> • ROW Debris Monitoring • Mulch Haul-Out
2016 Hurricane Matthew	SCDOT, South Carolina (10 counties), Palm Coast, FL, St Lucie County, FL	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2016 California Valley Fire and Butte Fire	CalRecycle California Department of Resources and Recovery	<ul style="list-style-type: none"> • C&D Materials • White Goods • HHW • E-Waste

2016 Flooding	Lafayette City/ Parish Consolidated Government Vermilion Parish Police Jury St Tammany Parish	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2014 Tornadoes	Louisville, MS Lee County, MS Lowndes County, MS	<ul style="list-style-type: none"> • ROW Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2014 Black Forest Wild-fire	El Paso County, Colorado	<ul style="list-style-type: none"> • Burned Trees
2013 Flooding	Boulder County, Colorado City of Boulder, Colorado University of Iowa	<ul style="list-style-type: none"> • FEMA Public Assistance
2012 Hurricane Sandy	Township of Toms River, New Jersey/ Louis Berger Group Ocean County, New Jersey/ Louis Berger Group Borough of Belmar and City of Elizabeth, New Jersey	<ul style="list-style-type: none"> • Debris Monitoring - C&D, Vegetative, Vessel, Sand • Hazardous Tree Removal Monitoring
2012 Hurricane Issac	Jackson County/ Biloxi/ Pascagoula/ Magnolia/ McComb, Mississippi Dauphin Island, Alabama	<ul style="list-style-type: none"> • Debris Monitoring - C&D, Vegetative, Vessel, Sand • Hazardous Tree Removal Monitoring
2012 Flooding	Lafayette Consolidated Government, Carencro Louisiana	<ul style="list-style-type: none"> • ROW/ Vegetative Debris Monitoring • Hazardous Tree Removal Monitoring
2012 Tornado	Kentucky Transportation Cabinet	<ul style="list-style-type: none"> • ROW/ Vegetative Debris Monitoring • Hazardous Tree Removal Monitoring
2011 Hurricane Irene	Tyrrell County, North Carolina Virginia Department of Transportation Passaic County, New Jersey	<ul style="list-style-type: none"> • ROW/ Vegetative Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2011 Tornado	Chattanooga, TN Bradley County & Cleveland, TN Hoover, AL Jackson, Clinton, MS	<ul style="list-style-type: none"> • ROW/ Vegetative Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2010 Tornado	Yazoo and Holmes County, MS	<ul style="list-style-type: none"> • ROW/ Vegetative Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2010 BP Deepwater Horizon Oil Spill	MS Beaches and Islands	<ul style="list-style-type: none"> • Beach and Island Restoration Monitoring
2008 Hurricane Ike	Upper Texas Gulf Coast Beaches Five major bays & the Gulf of Mexico in and adjacent to: Galveston County, Brazoria County, Harris County, Chambers County, Jefferson County, Orange County	<ul style="list-style-type: none"> • ROW/ sand screening/ C&D Materials/Concrete/ Marine Debris/Vessels/White Goods Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance
2008 Flooding	Cedar Rapids, Iowa	<ul style="list-style-type: none"> • C&D Materials/ Metals/ White Goods/ HHW/ Regulated Asbestos-Containing Materials- RACM Debris Monitoring • FEMA Public Assistance
2008 Hurricane Gustav	Lafayette Consolidated Government, LA Scott, LA	<ul style="list-style-type: none"> • ROW/ Vegetative Debris Monitoring • Hazardous Tree Removal Monitoring • FEMA Public Assistance

FEMA EXPERIENCE AND EXPERTISE

True North is thoroughly familiar with the requirements and guidelines of the Federal Emergency Management Agency (FEMA) the Federal Highway Administration (FHWA), the Florida Department of Transportation (FDOT), the Natural Resources Conservation Service (NRCS), the U.S. Army Corps of Engineers (USACE), Federal Aid Construction requirements, and any other governmental agency with jurisdiction over the scope of services in this RFP.

We have a track record of fully eligible FEMA, FHWA and state reimbursement on our projects. We will work with your cities to develop a strategy to maximize early reimbursement of project costs. We will also coordinate meetings with FEMA Public Assistance (PA) staff early in the project and focus on disaster specific guidance to maximize reimbursement of project costs and True North will be a resource to your cities on federal requirements and financial recovery.

With our extensive knowledge and experience with FEMA, FHWA and state policies and requirements, we will serve as a resource on relevant requirements and policies. The True North team will provide recovery services pursuant to local, state, and federal rules and regulations. We have regular meetings with the client and FEMA to keep abreast of the ever-changing FEMA requirements and Disaster Specific Guidance (DSG) to meet the demands of the event.

True North has a thorough knowledge and understanding of the Stafford Act, Title 44 of the CFR, and related regulations, as well as their practical application. Our team is up to date on the latest FEMA guidelines and policy nuances, and we use this knowledge to help clients develop well-articulated and substantiated justifications for presentation to FEMA and the state. We are aware of variations of policy from state to state, which allows us to advocate effectively on behalf of our clients when it comes to questions of eligibility.

Experience Representing Local Governments with Reimbursement Processes, Including FEMA, FHWA, and NRCS

Our highly qualified team of professionals with proven disaster experience are fully committed to ensuring your cities will maximize eligible funding, mitigate against future losses, and assist with the corresponding recovery. Our experienced staff will represent your cities with the implementation of preliminary damage assessments (PDAs) to document the impact and magnitude of disasters. The True North team has extensive experience conducting preliminary damage assessments. We will collaborate with your cities on the project formulation of FEMA projects, including developing scope of work, cost estimates, detailed damage descriptions (field team assessment of damages including damaged structures, contents, etc.), and required backup documentation for submittal of project worksheets.

True North has helped public clients secure billions of dollars in disaster recovery reimbursements over the past 20 years. We have become very proficient in all phases of disaster recovery including damage assessment, Public Assistance consulting, grant management, debris monitoring, funding assistance, engineering, and inspection.

FEMA Reimbursement Knowledge

True North Emergency Management has worked in many different capacities following disasters both large and small. This varied experience gives us a good understanding of what is required to provide disaster recovery services for our clients.

Some key advantages to selecting True North include:

- **We have a definitive understanding of this type of project**
- **Our committed efforts to the improvement and innovation of our program management processes**
- **We offer outstanding project leadership**
- **We maintain an emphasis on communication**

The successful completion of complex Emergency Management services requires a project team with the highest qualifications and proven experience with similar projects. That's why our team consists of FEMA PA Specialists, former USACE Subject Matter Experts, and Professional Engineers.

With a focus on accountability, transparency, cost control, and ensuring maximum reimbursement for all eligible disaster

recovery costs, True North is prepared to offer a flexible solution designed to fit the needs of Franklin County. A “one size fits all” solution lacks the efficiency and effectiveness of an approach tailored to the needs of your County.

True North has the proven ability to deliver projects on-time, within budget, and in compliance with the requirements of the funding source. **We will work with Franklin County to ensure all necessary steps are taken to ensure all eligible funding opportunities are maximized.**

- The Robert T. Stafford Act and its associated policies
- The Sandy Recovery Improvement Act
- FEMA Public Assistance Program & Policy Guide (PAPPG)
- FHWA
- HMGP
- CDBG
- Detailed Damage Analysis
- FEMA Project Worksheets (PWs)
- Purchasing and Procurement Policies
- Insurance
- Hazard Mitigation Grant Programs (404 and 406)
- 428 Alternative Procedures Program
- Housing and Urban Development Community Development Block Grants (CDBG-DR)

TRUE NORTH HAS PROVEN EXPERIENCE:

Our highly experienced staff will help to maximize eligible projects and FEMA reimbursement. We have experience in all categories of FEMA reimbursement, as well as hazard mitigation funding programs.

- **Category A**, Debris Removal
- **Category B**, Emergency Protective Service
- Grant funding for permanent restoration of damaged facilities, including cost-effective hazard mitigation to protect the facilities from future damage
- **Category C**, Roads and Bridges
- **Category D**, Water Control Facilities
- **Category E**, Buildings and Equipment
- **Category F**, Utilities
- **Category G**, Parks Recreation and other Facilities
- **Category Z**, Indirect and Direct Administrative Costs
- Assist Applicant in Identifying Damage
- Identification of eligible emergency and permanent work (Category A-G)
- Project Cost Estimation Documentation
- Insurance evaluation consultations
- Project formulation, scope development and review
- FEMA Environmental and Historic Preservation (EHP) Review assistance
- FEMA, FHWA and Natural Resources Conservation Services (NRCS) reimbursement support
- Staff augmentation with experienced Public Assistance Experts and Subject Matter Experts (SME)
- Interim inspections, final inspections
- Appeal services and negotiations
- Hazard Mitigation Recommendations, Development, and Support
- Audit Assistance

When True North provided PA Consulting services to the Kentucky Transportation Cabinet (KYTC) following a severe ice storm, we assisted in developing documentation **leading to reimbursement of \$35 million that FEMA had indicated would be de-obligated**. True North also identified more than \$20 million in additional FEMA funding that had not been identified in the initial project development process prior to our involvement.

True North provided PA Consulting services for the Seminole Tribe of Florida to support reimbursement of damage resulting from Hurricane Irma that caused damage at four different reservations in Florida. True North has also completed working for the State of California (CalRecycle) following the 2015 Butte and Valley Wildfires to maximize FEMA reimbursement of more than \$230 million in costs.

True North also has extensive experience in assisting with FHWA Emergency Relief (ER) projects. Roadway and bridge disaster repair and replacement projects are generally reimbursed by FHWA rather than FEMA on roads classified as major collector and above, regardless of the entity that maintains the road. True North provided funding and reimbursement assistance to TxDOT following the May 2015 catastrophic flooding. We provided support for reimbursement under both the FHWA ER Program and the FEMA PA Program. We assisted four TxDOT Districts (Austin, Dallas, Houston, and Tyler) with financial recovery assistance.

TRAINING FOR PERSONNEL

All debris monitors and staff, as requested, will attend a training program designed by our debris management specialists before beginning work. The True North training program ensures that all staff are knowledgeable of FEMA protocol, requirements, and where possible or required by FEMA on rules and/or regulations and will involve personnel from either or both of these agencies.

Our experienced disaster response team provides training in a classroom setting followed by field training that is designed to verify experience and knowledge of work assignments. All disposal site monitors, collection monitors, and project coordinators are required to attend a training program that includes identification of eligible debris, proper documentation, communication protocols, and safety requirements.

All field personnel are required to have good communication skills to work effectively with other project personnel and for efficient interactions with the public.

True North has a thorough training program both for new employees and to keep all disaster recovery personnel up to date with the latest FEMA policies and industry standards. We have frequent mandatory training on safety, operational, and regulatory issues.

True North has more than 20 Supervisors and leaders with PA and debris management experience directly for FEMA and the U.S. Army Corps of Engineers (COE). Our accountability is measured by our high standard of performance and is constantly monitored to ensure we are up to date and well versed in the latest regulations, policies and information bulletins.



Experience with Special Disaster Recovery Program Management

True North has successfully assisted hundreds of impacted communities with debris monitoring, PA consulting, and disaster debris management planning. Strong communication and coordination with County officials will be key to an efficient and cost-effective recovery.

In addition to standard debris monitoring, True North also has proven experience with the following specialized areas:

Debris Removal and Restoration of Canals and Waterways

True North has monitored the removal of debris from rivers and canals on several projects, including debris removal monitoring in seven different regions for the South Florida Water Management District (SFWMD) following Hurricane Irma. This project included more than 100 canals and/or navigable waterways resulting in monitoring the removal of vegetative and C & D debris hanging over the canal, floating in the canal or submerged in the canal at a total cost of more than \$10 million. We also provided marine / canal / waterway debris monitoring for numerous communities following Hurricanes Katrina, Ike, Isaac, Sandy and the catastrophic 2008 flood in Cedar Rapids, IA.

Following Hurricane Ike in 2008, we monitored debris removal for waterways throughout the Houston / Galveston area for the GLO. Potential debris “targets” were identified using side scan sonar, were approved by the state, and were then removed or cleared. We monitored the removal or clearance of approximately 10,000 potential debris targets.

Leaning Tree and Hanging Limb Removal

True North is very experienced in the monitoring of the removal of hazardous trees and limbs. We are familiar with FEMA eligibility requirements as well as the necessary documentation procedures. Our experience includes many recent projects resulting from Hurricanes Irma, Harvey, and Matthew. Also following Winter Storm Pax, we successfully monitored 230,000 hazardous trees for hanging limb and leaner removals.

True North also has experience assisting our clients with the Pre-Validation and mapping of eligible trees and hanging limbs to streamline the removal process, ensure FEMA eligibility requirements and to prevent abuse or unnecessary tree removal.

Cleaning and Restoration of Shores

True North has extensive experience monitoring the cleaning and restoration of shores. We have monitored beach cleaning, sand screening, sand replacement, and related activities following numerous disasters including Hurricanes Ike, Isaac and Sandy. Following Hurricane Ike in 2008, True North / Neel-Schaffer monitored the cleaning of approximately 60 miles of shoreline for the Texas GLO in the Houston / Galveston area. This project included all of the impacted state-owned shoreline, as well as marine debris removal from Sabine Lake, the Gulf, and Galveston, Trinity, East, and West Bays. This included work in the counties of Harris, Chambers, Galveston, Brazoria and Orange.

Visible debris was first removed from shorelines and beaches by hand or mechanized equipment. Where significant debris remained, rakes mounted on equipment were used to “rake” the sand down 8 to 12 inches to remove debris. In many areas where debris was covered by sand, the sand was removed, screened, replaced, and graded. Approximately 1 million of sand was screened on this project. Other sand and shoreline projects include Dauphin Island in Alabama and the New Jersey DEP.



Private Property Debris Removal

True North has monitored the removal of debris from private property on numerous projects involving more than 10,000 properties. True North provided the monitoring of Private Property Debris Removal (PPDR) following the devastating 2015 wildfire season in California for the California Department of Resources Recovery and Recycling (CalRecycle). True North has monitored PPDR following many other disasters including Hurricane Sandy, Severe Flooding in Cedar Rapids, Iowa, and Hurricane Katrina, where we successfully monitored the removal of approximately 3 million cubic yards of debris from more than 5,000 right-of-entry properties for the City of Biloxi, MS.

Motor Vehicles Removal

Several projects monitored by True North over the last 10 years have included the removal of abandoned vehicles. This includes projects for the Texas GLO, and the City of Biloxi and Jackson and Hancock counties in Mississippi. Removed vehicles must be stored during an ownership reconciliation process according to state law. We monitored the removal of abandoned vehicles in the Houston / Galveston area following Hurricane Ike.

Boat Removal/Marine Staging

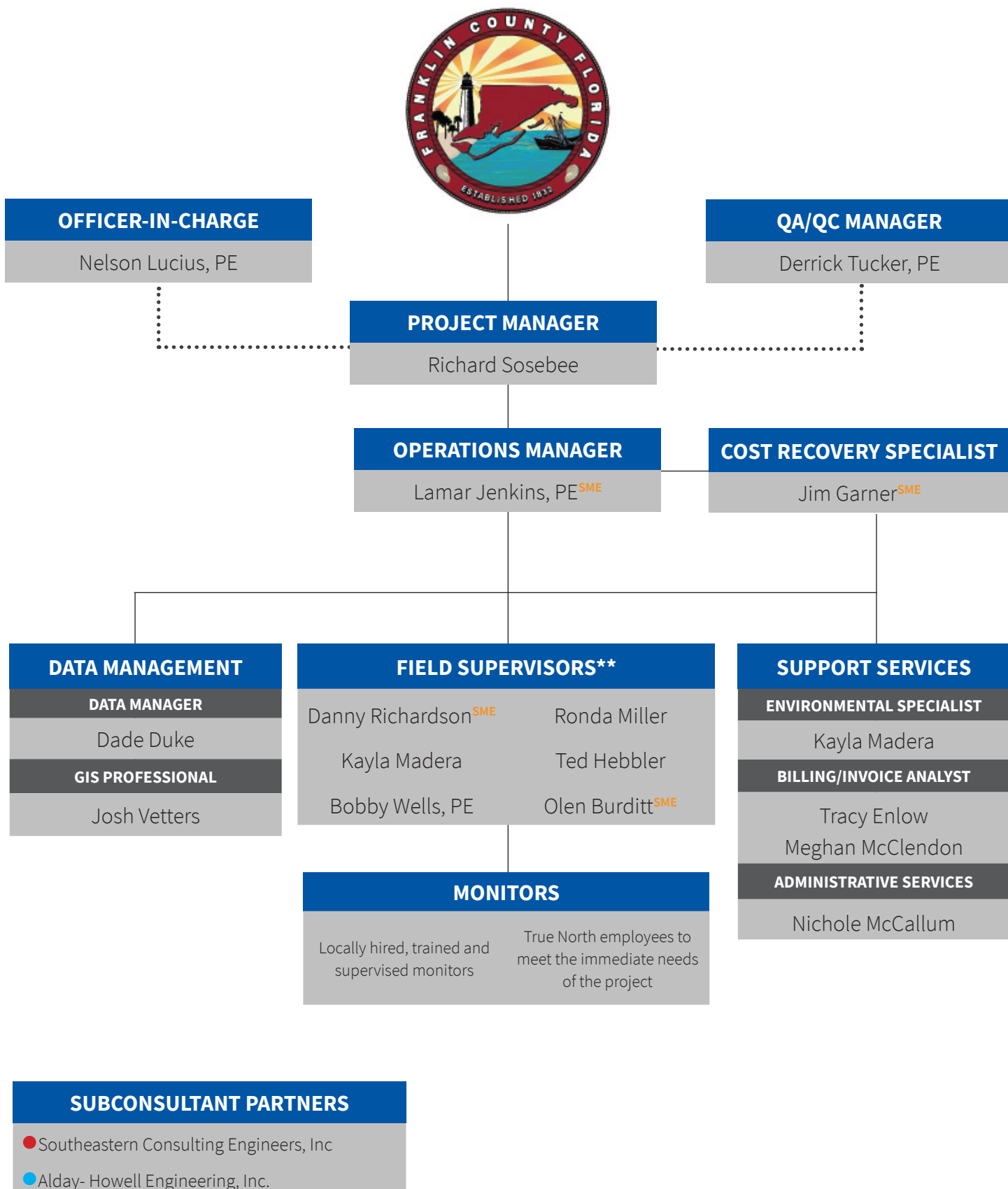
True North has monitored the removal of marine debris and abandoned vessels following several disasters, including Hurricanes Katrina, Ike and Sandy. This includes several large vessel removal projects in coastal Mississippi communities, as well as vessel removal from the waters of Texas following Hurricane Ike. We monitored the removal of over 100 vessels from five major bays in the Houston / Galveston area, including Galveston Bay. We also verified the vessel staging and ownership reconciliation process in accordance with the law.

Hazardous Waste and Contaminated Debris Management

True North projects have included monitoring of multiple waste streams, including hazardous and contaminated waste, electronics waste, HHW and white goods. These projects included work in response to numerous disasters, including hurricanes, tornadoes, and oil spills. We provided over 50 personnel on a two-year project to monitor the removal of oil, tar, and contaminated debris following the Deepwater Horizon oil spill in the Gulf of Mexico. This included safety monitoring of the contractor's operations, as well as tracking quantities of hazardous and contaminated debris removed. True North monitored this work in Mississippi and Florida, including the shorelines of several counties and several islands.



ORGANIZATIONAL CHART



Your Project Manager for this contract, **Richard Sosebee**, is one of the most experienced Debris Monitoring Project Managers in the country, with over 20 years of extensive experience working for a variety of clients following a wide range of disasters. With his considerable experience working with FEMA, the USACE and other agencies, managing disaster recovery construction, monitoring services, and debris hauling contractors, Mr. Sosebee brings to this project a valuable understanding of thorough and effective project management.



Richard Sosebee

True North monitored the removal of debris from 350,000 acres of state-owned waters in Texas following Hurricane Ike.

Debris Management and Monitoring services to Franklin County and assist your community in recovery. Our experienced managers and supervisors understand the issues and challenges the County might face and will take an organized and focused approach. Our top priority is to ensure maximum eligible federal funding. Our monitoring experience

includes private property/ROE work, waterways clean-up and reimbursement, sand recovery and beach remediation, leaning tree and hanging limb removal, hazardous material removal, vessel and vehicle recovery, asbestos abatement, data management, and hauler invoice reconciliation and contracting, and FEMA appeals assistance.

Our experience has shown that securing qualified personnel, providing timely responses, and maintaining proper documentation are the keys to the recovery from the devastation left by disasters. True North will provide qualified managers and supervisors, who will hire local residents to be debris collection monitors. Our debris collection monitors will be thoroughly trained on all aspects of debris eligibility, recognizing ROW, properly completing documentation, and safety.

True North has developed a proven, effective hiring and training program that has allowed us to staff a debris management and monitoring response within 24 to 72 hours for most of our engagements. Monitoring applications increase exponentially due to the “word of mouth” cause-and-effect coupled with our payroll dependability. Qualifications for Key Staff follow, with resumes beginning on **Page 17**.

Richard Sosebee | On-Site Project Manager | Experience: 20+

Education: Construction Engineering Technology, University of Southern Mississippi

Qualifications: USACE Level One and Two PRT, 40 hrs. Debris Planning and Response, EMA Debris Operations 36 hrs., IS 800 National Response Framework, IS 700 Introduction to NIMS and ICS 100/200, 40 Hour HAZWOPER, 8 Hour HAZWOPER Supervisor, FEMA IS 632 Introduction to Debris Operations

Nelson Lucius, PE | Officer-in-Charge | Experience: 32

Education: BSCE, Mississippi State University, MBA, Houston Baptist University

Jim Garner | Cost Recovery Specialist | Experience: 30+

Education: Henderson State University, 1971

Qualifications: PE Mississippi 10619, Texas 65649 | ICS 100, 200, 300, 400 & IS 700, IS 800. USACE// Certified Debris Subject Matter Expert; Level I & II PRT Debris Planning and Response; Negotiating Construction Contract Modifications; Estimating for Construction Modifications; General Construction Training; Construction Contract Admin Training; Construction Quality Management QA/QC Training; FEMA // Debris Operations, 36 hrs.; IS 632 Intro to Debris Operations; IS 634 Intro to Public Assistance Program Debris Task Force Leader Training; National Response Framework (IS 800 equivalent); Intro to NIMS (IS 700 equivalent), and ICS 100/200; Dept of Army Contracting Officers Representative Training.

Derrick Tucker, PE | QA/QC Manager | Experience: 20+

Education: MSCE, Mississippi State University, BSCE, Mississippi State University

Qualifications: PE Texas 121294, Mississippi 15380, Florida 81810

Lamar Jenkins, Jr, PE | Operations Manager | Experience: 17

Education: BSCE, Mississippi State University

Qualifications: PE Mississippi 10326 | USACE Level One and Two PRT 40 hrs Debris Planning and Response; EMA Debris Operations 36 hrs.; IS 700 Intro to NIMS and ICS 100/200; OSHA Construction Certificate/OSHA 30 hour training/Instructor; Hazardous Waste Management; Hazardous Materials Mgmt.; Level 2 Defense Acquisition Workforce Improvement Act Certification; USACE Proponent Sponsored Training Instructor.

Dade Duke | Data Manager | Experience: 17**Education:** CLC, Computer Programing, University of Maryland - General Studies**Qualifications:** FEMA E0202: Debris Management Planning, ICS-100, 2002, IS-00700, IS-00800, 40hr HAZWOPER, IIS-00632 Intro to Debris Management Planning, S-00633 Debris Management Plan Development, IS-00520 Intro to Continuity of Operations Planning for Pandemic Influenza, 40 hr HAZWOPER**Danny Richardson | Field Supervisor | Experience: 25****Education:** BS Recreation and Park Management, University of Alabama**Qualifications:** USACE Certification as Debris Subject Matter Expert; USACE Level Two and Level One PRT, 40 hrs. Debris Planning and Response; National Response Framework (IS 800 equivalent); Introduction to NIMS (IS 700 equivalent), and ICS 100/200; FEMA Debris Operations, 36 hrs.**Ronda Miller | Field Supervisor | Experience: 8****Education:** BA Business Management and Early Childhood Education LSU Alexandria**Qualifications:** ICS 100/200, IS 700 Introduction to NIMS, IS 800 National Response Framework, 40 Hour HAZWOPER**Kayla Madera | Field Supervisor & Environmental Specialist | Experience: 3****Education:** BS Biochemistry Spring Hill College 2022**Qualifications:** 40HR HAZWOPER**Bobby Wells, PE | Field Supervisor | Experience: 30****Education:** BS, Civil Engineering, Mississippi State University**Qualifications:** PE Mississippi 9642 | FEMA Debris Operations, USACE Level Two PRT, 40 hrs. Debris Planning and Response; USACE Level One PRT, 40 hrs. Debris Planning and Response**Olen Burditt | Damage Assessment | Experience: 20****Education:** BS Angelo State University**Qualifications:** USACE Professional Certification as Debris Subject Matter Expert (SME), USACE Level Two PRT 40hrs. Debris Planning and Response, USACE Level One PRT Training 40hrs, USACE Level One 40hrs Planning and Response, National Response Framework (IS 800 equivalent), Introduction to NIMS (IS 700 equivalent), and ICS 100/200, FEMA Debris Operations 36hrs, 40 Hour HAZWOPER, 8 Hour HAZWOPER Supervisor

RESUMES OF KEY STAFF

Further qualifications and project experience of our Key Staff are illustrated through resumes on the following pages.

K. NELSON LUCIUS, PE | OFFICER-IN-CHARGE

Mr. Lucius joined Neel-Schaffer in 1990 and has 32 years of experience in emergency management and civil engineering. He is an Executive Vice President of Neel-Schaffer and Manager of True North Emergency Management. Mr. Lucius has extensive experience in managing and monitoring debris removal related to all types of disasters, including hurricanes, tornadoes, wildfires, winter storms, floods, and man-made disasters. He completed several debris monitoring projects for public entities over the past 10 years that included over 1 million cubic yards of debris. Mr. Lucius has experience working with federal, state and local government emergency agencies and reimbursement programs. He also has experience with solid and hazardous waste management programs, policies and procedures. Mr. Lucius has participated in special disaster recovery program management services, including private property/right-of-entry work, waterways clean-up and reimbursement, leaning tree and hanging limb removal, hazardous material removal, vessel and vehicle recovery, asbestos abatement, data management, hauler invoice reconciliation and contracting, and FEMA appeals assistance.

Mr. Lucius also has project management and design experience on several debris sites, roadway, utility and landfill projects, including planning, conceptual design, site development, final design and permitting. Mr. Lucius has been responsible for project management during the planning, design, bidding and construction phases of projects.

EDUCATION

Master of Business
Administration, Houston Baptist
University, 1988

Bachelor of Science, Civil
Engineering, Mississippi State
University, 1982

TRAINING/CERTIFICATIONS

Professional Engineer:
Mississippi, 10619
Texas, 65649

IS 800 National Response
Framework

IS 700 Introduction to NIMS
ICS 100,200,300

PROFESSIONAL SKILLS

Project Management

Operational Management

Client Representative

QA/QC

Logistics

Project Initiation

Organizational Leadership

Resource Allocation and Planning

Debris Management Planning

SELECTED RECENT EXPERIENCE

Hurricane Ian, Southwestern Florida, 2022-2023

LNU Lightning Complex and Glass Fires, Inland Branch, CA, 2020

Hurricane Sally, Fairhope, Daphne and Perdido Beach, AL, 2020

Hurricane Zeta, City of Citronelle, AL, 2020

TXDOT Debris Management/Monitoring, Polk County, TX, 2020

Hurricane Delta, Lafayette, LA 2020

Hurricane Laura, Lafayette, LA 2020

Hurricane Laura, TXDOT Lufkin District, TX, 2020

Hurricane Harvey and Hurricane Irma 2017 - Officer-in-Charge for 25 contract activations throughout Texas and Florida.

Hurricane Mathew, South Carolina Department of Transportation (SCDOT) - 2016

Debris Monitoring and Public Assistance Consulting, Texas Department of Transportation (TXDOT) - 2015

Kentucky Severe Storms, Tornadoes, Straight-line Winds, Flooding, Landslides, and Mudslides KY, 2015

Severe Winter Storm Pax, SCDOT, SC 2014

Hurricane Ike 2008, Beach Cleaning and Marine Debris Removal, Texas General Land Office

RICHARD SOSEBEE | PROJECT MANAGER

Mr. Sosebee joined True North in 2016 as a Project/Operations Manager with over 12 years of experience in debris management. With his considerable experience managing debris hauling contractors, Mr. Sosebee brings to True North a valuable understanding of the complete debris removal operation. His knowledge and experience in both monitoring and hauling makes him uniquely qualified for complex emergency operations. Mr. Sosebee has focused his efforts on the improvement and innovation of our program management processes. His approach to client representation has helped set a new standard for client satisfaction within True North.

As a Project Manager, Mr. Sosebee has supported multiple debris operations through mobilization, project initiation, lifecycle project management, logistics, data management and permitting debris sites. Most recently, he was utilized as an expert for the US Army Corps of Engineers in Puerto Rico following the devastation of Hurricane Maria as well as a Public Assistance Debris Specialist for the Seminole Tribe of Florida following Hurricane Irma.

EDUCATION

University of Southern Mississippi
1980-1983
Construction Engineering
Technology

TRAINING/CERTIFICATIONS

USACE Level Two PRT, 40 hrs.
Debris Planning and Response

USACE Level One PRT, 40 hrs.
Debris Planning and Response

EMA Debris Operations, 36 hrs.

IS 800 National Response
Framework

IS 700 Introduction to NIMS and
ICS 100/200

40 Hour HAZWOPER

8 Hour HAZWOPER Supervisor

FEMA IS 632 Introduction to
Debris Operations

IS 633 Debris Management Plan
Development

OSHA 30 General Industry
Hazardous Waste Management

Hazardous Materials
Management

SELECTED PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida, FDOT/FDEM/FDEP – Project Manager - 2023

Hurricane Ian, Florida, FDOT/FDEM/FDEP – Project Manager - 2022

Hurricane Laura, Beauregard Parish and City of DeRidder, LA, 2020 - Project Manager

2020 LNU Lightening Complex and Glass Wildfires, Inland Branch, CA, 2020 – Project Manager

Hurricane Michael, Panhandle of Florida, 2018-2019 - Project Manager

USACE Debris Mission Specialists - San Juan, Puerto Rico, 2018 - Project Manager

USACE Debris Mission Specialists - Anniston, AL, 2018 - Project Manager

Seminole Tribe of Florida – Debris Specialists for PA, 2018 - PA Specialist

Hurricane Harvey, Coastal Texas, 2017 - 2018 - Project Manager

Hurricane Matthew, South Carolina Department of Transportation 2016-2017 - Field Supervisor

USACE Sardis Lake, MS, 2011-2016 - Project Manager

REOP Inc. – Owner/ President, 2004 to May 2011

Served as President in charge of operations. Served as Project Manager for FEMA for Blocking, Leveling, and Anchoring of Travel Trailers in Mississippi, FEMA Solid Waste Contracts in Mississippi and Alabama, Ottawa County, Oklahoma Debris Removal and Claremore, Oklahoma Debris Removal contracts and Grounds Maintenance Contract for FEMA in Mississippi.

Hurricane Katrina, Slidell Louisiana, Ceres Environmental, 2006 - Operations Manager

Hurricane Katrina, Forrest and Lamar Counties, MS, AshBritt Environmental, 2006 - QC Manager

DERRICK TUCKER, PE | QA/QC MANAGER

Mr. Tucker joined True North in 2002 and has more than 20 years of experience in civil / environmental engineering and emergency management. He has managed debris removal and disposal operations and all aspects of water and sewer projects including conceptual development, grant and loan funding procurement, environmental clearance, production of construction plans and specifications, right-of-way/easement acquisition, and construction engineering and administration. Mr. Tucker has managed debris operations for True North following Hurricanes Ike and Katrina as well as numerous other disasters. He was Project Manager for debris removal following Hurricane Ike for the City of La Porte as well as sand cleaning at Galveston and Bolivar. He was also responsible for marine debris removal from the Gulf of Mexico, Galveston Bay and four other bays.

Mr. Tucker has experience working with Federal, State and Local government emergency agencies and reimbursement programs. He also has experience with solid and hazardous waste management programs, policies, and procedures. Mr. Tucker has participated in special disaster recovery program management services including private property/right-of-entry (ROE) work, waterways clean-up and reimbursement, leaning tree and hanging limb removal, hazardous material removal, vessel and vehicle recovery, asbestos abatement, data management, and hauler invoice reconciliation and contracting, and FEMA appeals assistance.

His experience also includes design and construction phase engineering of several urban drainage improvement projects and several site improvement projects involving utilities (water, sewer, electrical), parking, drainage and facilities access. Mr. Tucker's varying experiences provide him with the ability to plan, design, and administer complex urban projects.

EDUCATION

Master of Science,
Civil Engineering, Mississippi
State University, 1997

Bachelor of Science, Civil
Engineering, Mississippi State
University, 1996

MILITARY

US Air Force
8 Years, Honorable Discharge

TRAINING/CERTIFICATIONS

Professional Engineer:
Mississippi, 15380
Texas, 121294
Florida, 81810

SELECTED PROGRAM MANAGEMENT - QA/QC EXPERIENCE

Hurricane Ian, FDOT/FDEM/FDEP - 2022

LNU Lightening Complex and Glass Wildfires, Inland Branch, CA - 2020

CDBG – Disaster Recovery Homeowner Assistance Program (HAP) - Grantworks, Texas General Land Office (GLO) - Over 1000 Tier 2 Environmental Reviews on housing projects.

Hurricane Michael 2018- Program Manager for operations in Florida and Georgia

Hurricane Harvey and Hurricane Irma 2017 - Program Manager for 25 contract activations throughout Texas and Florida.

South Carolina Department of Transportation, Hurricane Matthew 2016

Louisiana Severe Storms and Flooding, Lafayette & Vermilion Parish, LA, 2016

Texas Department of Transportation, 2015 Disasters

City of Garland, Texas: Tornado - December 2015

City of Rowlett, Texas: Tornado - December 2015

California Department of Resources Recycling and Recovery, Butte and Valley Fires, September 2015

LAMAR JENKINS, PE | OPERATIONS MANAGER

Mr. Jenkins joined True North Emergency Management in 2020 and has more than 15 years of experience in debris management and FEMA Public Assistance. As Debris SME, Mr. Jenkins is experienced in a full range of emergency response, public assistance, operations management, and program coordination and is capable of successfully overseeing a broad range of disaster recovery projects and program initiatives. Mr. Jenkins possesses a full range of expertise including emergency response, public assistance, safety awareness, operations management, and program coordination experience. Through his in-depth knowledge of eligibility requirements, regulations and policies across multiple federal programs, he has successfully assisted clients to maximize reimbursement of all eligible disaster recovery costs. Mr. Jenkins has demonstrated excellence in his management capabilities, effective communication skills, strong knowledge of FEMA regulations, the Stafford Act, PL8499, and his ability to team with government officials and volunteers to achieve all Public Assistance objectives.

EDUCATION

Mississippi State University, BS
Engineering 1982

TRAINING/CERTIFICATIONS

Professional Engineer MS 10326

USACE Level Two PRT, 40 hrs.
Debris Planning and Response

USACE Level One PRT, 40 hrs.
Debris Planning and Response

EMA Debris Operations, 36 hrs.

IS 700 Introduction to NIMS and
ICS 100/200

OSHA Construction Certificate/
OSHA 30 hour training/Instructor

Hazardous Waste Management

Hazardous Materials
Management

Level 2 Defense Acquisition
Workforce Improvement Act
Certification

USACE Proponent Sponsored
Training Instructor for "Estimating
Construction Modifications" from
2002-2012

PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida, FDOT/FDEM/FDEP – Operations Manager - 2023

Hurricane Laura, Beauregard Parish, LA – Operations Manager - 2020

Hurricane Zeta, Biloxi, MS – Operations Manager - 2020

U.S. Army Corps of Engineers-Engineer Research and Development Center April 2017-December 2019 - Director of Directorate of Public Works

- Responsible for all operations, maintenance, planning and construction activities associated with ERDC Facilities to include Engineer Laboratories located at Champaign, IL and Hanover, NH.
- Personnel included over 100 employees including engineers, engineer technicians, facility Specialist, carpenters, plumbers, electrician, high voltage electricians, machinists, welders, model builders and maintenance mechanics.
- Responsible for administering over 30 service contracts and a construction Job Order Contract with a total value of \$6 million. Planned and executed operation and maintenance budgets.
- Projects included utility upgrades, construction of sidewalks and infrastructure to include roads and signage and erosion control.

U.S. Army Corps of Engineers-Vicksburg District - Greenwood Engineer Area Office July 2003-April 2017

- Area Engineer: Responsible for administering construction contracts and operation and maintenance program.
- Personnel included project engineers, quality assurance and engineering technicians.
- Appointed as Administrative Contracting Officer on construction contracts.
- Coordinated with Local Levee Boards and District on numerous Mississippi River Flood Fight Activities and Projects

U.S. Army Corps of Engineers-Vicksburg District February 1985 to June 2003 - Structural Engineer/Project Engineer/Office Engineer

- Design projects included small flood control projects and Mississippi River Revetments and Dikes.
- Project Engineer projects included Mississippi River Levee Enlargement Projects, Mississippi River Revetments and Dike construction, pump station construction and small flood control projects.
- Office Engineer responsible for oversight of construction management for all Area Offices and issue completed proper documentation.

JIM GARNER | COST RECOVERY SPECIALIST

Mr. Garner joined True North in 2014 and has 30 years of experience in emergency management. From serving as the National Lead Debris Subject Matter Expert to being one of the original authors of the FEMA 325 manual, Jim Garner has proven himself to be highly regarded in the disaster debris management field. Mr. Garner has detailed, expert knowledge in debris and disaster response, easily maneuvering among FEMA, USACE, state, and local applicants. Mr. Garner has the experience and expertise to advise and assist the DOT across a full spectrum of debris management and contracting challenges. His knowledge of FEMA's programs is unsurpassed and allows him to operate with a high degree of confidence with local, state, and federal disaster recovery programs. His debris missions included Hurricane Katrina (Sr. Debris SME), Hurricane Rita (Sr. Debris SME) and Hurricane Irene (FEMA Debris Task Force Leader). As Debris SME, Mr. Garner maintained a working knowledge of the National Response Framework and FEMA debris policies and procedures which guide federal, state and local partnerships for debris management. He has successfully coordinated debris management activities with other federal and state stakeholders including EPA and state Departments of Environmental Quality, and Natural Resources resulting in a more efficient and effective recovery.

EDUCATION

Henderson State University, 1971

MILITARY

Arkansas Army National Guard
18 years, Honorable Discharge

TRAINING/ CERTIFICATIONS

USACE //

Certified Debris Subject Matter Expert
Level I & II PRT Debris Planning
and Response

Negotiating Construction Contract
Modifications
Estimating for Construction
Modifications

General Construction Training
Construction Contract
Administration Training
Construction Quality Management
QA/QC Training

FEMA //

Debris Operations, 36 hrs.

IS 632 Introduction to Debris
Operations

IS 634 Introduction to Public
Assistance Program

Debris Task Force Leader Training

National Response Framework (IS
800 equivalent)

Introduction to NIMS (IS 700
equivalent), and ICS 100/200

Dept of Army Contracting Officers
Representative Training

RELATED RECENT EXPERIENCE

Hurricane Sally 2020, Fairhope, AL, October - November 2020 - Sr. Project Manager

Hurricane Michael, 2018-2019, FL- Sr. Operations Manager for debris removal monitoring operations in Florida

Hurricane Irma 2017

Lead Project Manager overseeing the Hurricane Irma recovery efforts for Florida projects. This included overseeing the day-to-day operations of 8 separate activated contracts.

Waterway Debris Removal Monitoring 2017, South Florida Water Management District

As Project Manager provided supervision of marine debris removal monitoring over seven districts with more than 100 canals and/or navigable waterways.

Hurricane Matthew 2016, Palm Coast and St. Lucie County, FL- Project Manager
Debris Spectrum included removal, staging, reduction and disposal.

Louisiana Severe Storms and Flooding, Lafayette Parish, LA, 2016 - Project Manager

Monitoring the removal of more than 66,000 CY of eligible of C&D debris from the ROW.

Severe Storms, Tornadoes, Straight-line Winds and Flooding, TxDOT, 2015 - Project Manager

Project Manager for TxDOT Austin, Tyler, and Fort Worth Districts. Debris operations included removal, staging, reduction and disposal.

Kentucky Severe Storms, Tornadoes, Straight-line Winds, Flooding, Landslides, and Mudslides, KY, 2015 - October 2016 - Project Manager

This project included the supervision of the monitoring of debris removal monitoring for KYTC projects in Johnson County, Kentucky. Debris operations included removal, staging, and disposal.

DADE DUKE | DATA MANAGER

Mr. Duke joined True North in 2016 as a technical writer and marketing associate. His first field assignment was during the record setting Louisiana flooding. His responsibilities included project logistics, QA/QC, debris truck certifications and monitor training. During Hurricane Matthew in South Carolina, Mr. Duke served as a field supervisor over 2 Counties and was the supervising monitor for the removal of more the 150,000 CY of ROW debris from state roads. He was also responsible for truck certifications, hazardous tree/limb identification, monitor training and data reconciliation. He was also involved in the daily QA/QC of project data. He is an accomplished senior-level professional with demonstrated expertise in the areas of data management, estimating, operations and staff management. Most recently, Mr. Duke served as an operational Area Leader and Senior Data Manager for the Inland Branch wildfire recovery project in California.

EDUCATION

CLC, Computer Programing
Degree 1996-97

University of Maryland, Marketing
Studies 1990-1991

MILITARY

U.S. Navy 1989 -1992,
Honorable Discharge

TRAINING/ CERTIFICATIONS

FEMA E0202: Debris Management
Planning
ICS-100,200
IS-00700
IS-00800
40HR HAZWOPER
IS-00632 Introduction to Debris
Operations
IS-00633 Debris Management
Plan Development
IS-00520 Introduction to
Continuity of Operations
Planning for Pandemic Influenzas

RELEVANT PROFESSIONAL SKILLS

Data Manager
Operations Manager
Field Supervisor
Monitor Training
Field Supervision
Truck Certification
Disaster Debris Management
Planning
Logistics
Project Initiation

RELATED RECENT EXPERIENCE

Hurricane Idalia, Florida, FDOT/FDEM/FDEP – Data Manager - 2023

Hurricane Ian, Florida, FDEM/FDEP – Data Manager - 2022

LNU Lightening Complex and Glass Wildfires, Inland Branch, CA - November 2020-2021 - Area Leader/Data Manager

Hurricane Sally, Fairhope, AL, October - November 2020 - Public Assistance Consultant

Hurricane Laura, Beauregard Parish, LA, October - November 2020 - Public Assistance Consultant

2020 Disaster Debris Management Planning, Georgia Department of Transportation, GA - Sr. Planner

Disaster Debris Management Plan (DDMP) development for GDOT Headquarters as well as all 7 Districts.

Hurricane Harvey, TX & Hurricane Irma, FL, September 2017 – March - Operations/ Data Manager

Operations Manager overseeing the hiring, logistics and training in multiple locations throughout Texas and Florida.

Disaster Debris Management Planning, City of Garland, TX 2017 - Sr. Planner
Review and Update of the existing DDMP.

Hurricane Matthew, SCDOT - Jasper and Hampton Counties, SC, October 2016 – April 2017 - Field Supervisor/ Data Manager

Field Supervisor for monitoring the removal of debris. Included monitoring debris removal from ROW, reduction and hauling of reduced debris. Also included in the project was the removal of hazardous hanging limbs and leaning trees.

Louisiana Severe Storms and Flooding, Vermilion Parish, LA, September 2016 – October 2016 - Field Supervisor

Supervision of the monitoring of debris following severe flooding. Responsibilities included debris truck certifications, data management, and GIS.

Louisiana Severe Storms and Flooding, Lafayette Parish, LA, August 2016 – October 2016 - Logistics Manager

Monitored debris following severe flooding. Responsibilities included office set up, debris mapping, truck certifications and data management.

DANNY RICHARDSON | FIELD SUPERVISOR

Mr. Richardson joined True North Emergency Management in 2017 after retiring from the U.S. Army Corps of Engineers. He has over 24 years of experience in debris management. He served as a senior Debris Subject Matter Expert (SME) for the U.S. Army Corps of Engineers (USACE). Mr. Richardson served as an SME and a member of the Mobile District Planning and Response Team PRT. He has a working knowledge of the National Response Framework, FEMA policy guidance for debris management, Public Law 84-99 authorities, general contracting processes and operational dynamics of a Joint Field Office. He has deployed on approximately 18 disaster missions and served on the elite cadre of National Debris Subject Matter Experts and Specialists. He volunteered to replace another USACE employee in Haiti after the earthquake of 2010 in a mission to draft a debris management plan for the Haitian government. He has volunteered for debris missions that were the results of hurricanes, floods, earthquakes and ice storms. As an SME, he is knowledgeable in all aspects of a debris mission.

EDUCATION

Bachelor of Science, Recreation and Park Management, University of Alabama, 1983

TRAINING/CERTIFICATIONS

USACE Certification as Debris Subject Matter Expert.

USACE Level Two PRT, 40 hrs. Debris Planning and Response

USACE Level One PRT, 40 hrs. Debris Planning and Response

National Response Framework (IS 800 equivalent)

Introduction to NIMS (IS 700 equivalent), and ICS 100/200

FEMA Debris Operations, 36 hrs.

PROFESSIONAL SKILLS

Field Supervision

Client Representative

Debris Estimator

Damage Assessment

QA/QC

Logistics

Organizational Leadership

Truck Certification

PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida, FDOT/FDEM/FDEP – Operations Manager - 2023

Hurricane Ian, Florida, FDOT/FDEM/FDEP – Operations Manager - 2022

Hurricane Sally, Cities of Daphne and Citronelle, AL - Field Supervisor - 2022

Hurricanes Irma and Maria St. Croix, VI, 2018

U.S. Army Corps of Engineers Debris Specialists

Hurricane Harvey, Multiple Locations, TX, 2017

Field Supervisor for multiple projects responsible for overseeing monitoring operations. Through daily monitoring supervision provided oversight of contracted debris removal operations that included removal, staging, and disposal of hurricane generated debris. Responsibilities also included training of monitors, daily reporting, QA/QC of documentation and issue resolution.

US ARMY CORPS OF ENGINEERS EXPERIENCE

Hurricane Earl U.S. Virgin Islands, U.S. Army Corps of Engineers, Debris SME, 2010

Haiti Earthquake, U.S. Army Corps of Engineers, Debris SME, 2010

Tennessee Flooding, U.S. Army Corps of Engineers, Debris SME, 2010

MVP Spring Floods, U.S. Army Corps of Engineers, Debris SME, 2009

Arkansas Ice Storms, U.S. Army Corps of Engineers, Debris SME, 2009

Debris Task Force LA, U.S. Army Corps of Engineers, Debris SME, 2009

Midwest Flood IA, U.S. Army Corps of Engineers, Debris SME. 2008

Tropical Storm Fay FL, U.S. Army Corps of Engineers, Debris SME, 2008

Hurricane Gustav LA, U.S. Army Corps of Engineers, Debris SME, 2008

Kansas Ice Storm, U.S. Army Corps of Engineers, Debris SME, 2008

KAYLA MADERA | FIELD SUPERVISOR & ENVIRONMENTAL SPECIALIST

Ms. Madera joined Neel-Schaffer/True North in 2020 after her hometown was impacted by Hurricane Sally. Her leadership qualities and passion for service were quickly recognized, leading to a supervisor role, where she concluded the hazardous tree and limb program for the City of Fairhope, AL, and oversaw the setup and initial debris removal for the City of Lucedale, MS, after Hurricane Zeta. This included ADMS and equipment management as well as crew dispatch.

Ms. Madera served as an Area Leader for California Governor's Office of Emergency Services Inland Branch project, which totaled 1,443 burn sites and the removal of more than 20,000 hazardous trees throughout six counties effected by the LNU Lightening Complex and Glass wildfires.

In response to Hurricane Ian, she supervised Florida Department of Transportation's initial damage assessments in District 5 before transitioning to a data support role for Florida Department of Emergency Management's project in District 1. Here she performed QA/QC and reconciliation of contractor invoices for operations including but not limited to Private Property Debris Removal, Commercial Property Debris Removal, Waterway Debris Removal, and Derelict Vessel Removal programs.

Ms. Madera continued this path for Hurricane Idalia, serving as a Data Manager for Florida Department of Transportation's District 2 project where she helped establish QA/QC procedure, conducted team-member training, performed reconciliation

EDUCATION

Bachelor of Science,
Biochemistry, Spring Hill College
2022
Coastal Alabama Community
College, Associate of Science
Biomedical Sciences 2018

TRAINING/CERTIFICATIONS

40HR HAZWOPER

RELEVANT PROFESSIONAL SKILLS

Operations Manager
Data Manager
Monitor Training
Field Supervision
Damage Assessments
Resource Allocation and Planning
QA/QC
Logistics Project Initiation

PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida FDOT D2 - Taylor, Dixie, Hamilton, Madison, Suwannee, and Lafayette Counties, October 2023-current - Data Manager developing and overseeing QA/QC of debris and hazardous tree and limb removal data, the reconciliation of contractor invoices, and the assembly of FEMA final reimbursement packages.

Hurricane Ian, Florida FDEM Lee Charlotte, Sarasota, Collier, and DeSoto Counties, December 2022-October 2023 - Data Support - Conducted QA/QC of project data involving PPDR, CPDR, vessel removal, and waterway debris removal. Aided in the development of new ADMS system and training. Utilized GIS for reporting and reconciled contractor invoices.

LNU Lightening Complex and Glass Fires, Inland Branch, CA, Lake, Mendocino, Napa, Solano, Sonoma, and Yolo Counties, CA, November 2020-April 2022 - Area Leader for the removal of hazardous trees and PPDR monitoring. Responsibilities included ICS reporting, logistics, training, dispatching, and data QA/QC using GIS.

Hurricane Ian, Florida FDOT D5 Orange, Lake, and Marion Counties, September 2022 - Field Supervisor. Conducted initial damage assessments and reporting.

HURRICANE ZETA, City of Lucedale, MS, November 2020 - Field Supervisor for debris and hazardous tree and limb removal programs. Responsibilities included initial project set up in ADMS and crew deployment.

HURRICANE SALLY, City of Fairhope and City of Daphne, AL, September 2020-November 2020 - Monitor/Field Supervisor for project that included the monitoring of debris removal and supervising the removal of hazardous trees, limbs, and stumps.

BOBBY WELLS, PE | FIELD SUPERVISOR

Mr. Wells joined True North in 2016 after retiring from the Mississippi Department of Transportation after almost 30 years of service. He has more than 15 years of experience in emergency management and more than 40 years of civil engineering experience. While working for MDOT, Mr. Wells dealt with many types of emergencies including hurricanes, tornadoes, ice storms and floods. His previous experience and insight from working with contractors from a client perspective has proven very valuable in creating a more cohesive and efficient working relationship on our projects.

As a Professional Engineer, Mr. Wells is experienced in performing damage assessments of roadways and bridges as well as repair cost estimating. With his proven experience in the construction and maintenance of highways and his many years of working with FHWA and FEMA, Mr. Wells has proven very capable of successfully overseeing complex debris monitoring operations. Mr. Wells is an experienced manager capable in all aspects of project supervision including the hiring, training and daily supervision of field monitors, truck certifications, client reporting, and the daily QA/QC of debris hauling activities.

EDUCATION

BSCE, Mississippi State University,
1981

TRAINING/CERTIFICATIONS

Professional Engineer:
Mississippi PE #9642

FEMA Debris Operations

USACE Level Two PRT, 40 hrs.
Debris Planning and Response

USACE Level One PRT, 40 hrs.
Debris Planning and Response

Intro to Debris Operations in
FEMA's Public Assistance Program

FEMA IS 632 Introduction to
Debris Operations

FEMA IS 633 Debris Management
Plan Development

FEMA IS 634 Introduction to
FEMA's Public Assistance Program

FEMA IS 800 National Response
Framework

FEMA IS 700 Introduction to NIMS,
and ICS 100/200/300

Wetland Training

Hazard Material Training

PROFESSIONAL EXPERIENCE

Hurricane Ian, FDEM/FDEP – Operations Manager - 2022

LNU Lightening Complex and Glass Wildfires, Inland Branch, CA - November 2020-2021 - Task Force Leader

Hurricane Zeta, Biloxi, MS, DEC 2020 - 2021 - Field Supervisor

Hurricane Laura, Beauregard Parish and City of DeRidder, LA, 2020 - Field Supervisor

Hurricane Michael, Panhandle of Florida, 2018-2019 - Operations Manager

Hurricane Irma, St. Lucie County, FL, 2017 - Project Manager

Hurricane Matthew, South Carolina Department of Transportation, SC, 2016 Field Supervisor

Hurricane Matthew, St. Lucie County, FL, 2016 - Field Supervisor

Louisiana Severe Storms and Flooding, Vermilion Parish, LA, 2016 - Field Supervisor

Hurricane Isaac, State of Mississippi, Engineer Division Administrator MDOT - Operations, 2014

Tornado in Columbia MS, State of Mississippi, Engineer Division Administrator MDOT - Operations, 2014-2015

Tornado in Columbia MS, State of Mississippi, Engineer Division Administrator MDOT - Operations, 2014-2015

Hurricane Katrina, State of Mississippi, Assistant District Maintenance Engineer, 2005

RONDA MILLER | FIELD SUPERVISOR

Ms. Miller joined Neel-Schaffer in 2016 following the catastrophic flooding in Louisiana. Already an experienced monitor and supervisor, she quickly became a valued asset to the Neel-Schaffer team. Following Hurricane Matthew in South Carolina, Ms. Miller served as a field supervisor for the SCDOT project. She was responsible for supervising the daily monitoring of the removal of ROW debris and hazardous trees and limbs from state roads. She was also responsible for truck certifications, hazardous tree/limb identification, monitor training and data reconciliation. She was also involved in the daily QA/QC of project data.

Most recently, Ms. Miller responded to Hurricane Michael in the panhandle of Florida. She was instrumental in the hiring and training of local monitors and project initiation. Ms. Miller has a proven track record of achieving exceptional results in documentation, data analysis and project supervision.

EDUCATION

BA Business Management and
Early Childhood Education
Louisiana State University
Alexandria, 2001

TRAINING/CERTIFICATIONS

IS 800 National Response
Framework
IS 700 Introduction to NIMS
ICS 100/200

PROFESSIONAL SKILLS

Field Supervision
Client Representative
QA/QC
Monitor Training
Truck Certification
Logistics
Project Initiation
Organizational Leadership
Resource Allocation and Planning

PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida, FDOT/FDEM/FDEP – Admin/Data - 2023

Hurricane Ian, Florida, FDOT/FDEM/FDEP – Admin/Data - 2022

LNU Lightening Complex and Glass Wildfires, Inland Branch, CA - Admin/Data - 2020-2021

Hurricane Delta and Laura, Lafayette (LA) LCG – Field Supervisor - 2020

Hurricane Michael, Florida - 2018.

Hurricane Harvey, TX 2017 – Baytown/Portland/Victoria TXDOT - Field Supervisor for monitoring the removal of debris over multiple projects. This included monitoring debris removal from ROW, reduction and hauling of reduced debris. Also included in the project was the removal of hazardous hanging limbs and leaning trees.

Hurricane Matthew, SC, 2016 - Field Supervisor for monitoring the removal of debris generated by Hurricane Mathew. This included monitoring debris removal from ROW, reduction and hauling of reduced debris. Also included in the project was the removal of hazardous hanging limbs and leaning trees.

Louisiana Severe Storms and Flooding, Lafayette Parish, LA, 2016 - This project included the monitoring of debris following severe flooding. Responsibilities included the electronic ticketing of C&D debris removal from ROW, daily activities documentation, and identification of ineligible debris. Ms. Miller was quickly promoted to a field trainer and monitoring crew leader.

Hurricane Isaac, St. Bernard Parish, LA 2012 – Supervised monitors overseeing daily debris removal progress following Hurricane Isaac while observing all FEMA guidelines and regulations. Responsibilities included compiling daily reports to communicate the needs, current status and progress of operations. She also ensured safety, quality, and compliance with all applicable standards and requirements.

BP Oil Spill, Pensacola Beach Shoreline, FL 2010 - Debris Removal Specialist monitoring the operations of equipment on affected beach/shoreline s during the removal of tar mounds and balls resulting from the BP Oil Spill. Trained and experienced in the use of specialized tools utilized in the removal of tar as well as proper handling and disposal methods.

TED HEBBLER | FIELD SUPERVISOR

Mr. Hebbler joined True North in 2017 as a dedicated professional with over 20 years of experience in general construction, property management, project management and diverse disaster relief projects. Ted's strengths include attention to detail, strong communication skills and energetic, situational leadership style.

EDUCATION

Louisiana State University, 1998

Delgado Community College,
1999

PROFESSIONAL SKILLS

Field Supervision

Client Representative

Damage Assessment

Debris Estimator

Monitor Training

Truck Certification

Logistics

Project Initiation

Organizational Leadership

Resource Allocation and Planning

PROFESSIONAL EXPERIENCE

LNU Lightening Complex and Glass Wildfires, Inland Branch, CA - Lake, Mendocino, Napa, Solano, Sonoma, and Yolo Counties, November 2020-April 2022 - Area Leader for PPDR monitoring. Responsibilities included ICS reporting, logistics, training, dispatching, and data QA/QC using GIS.

City of Bainbridge/Decatur County, GA, Hurricane Michael, 2019 - Field Supervisor for monitoring the removal of storm generated debris. Included monitoring debris removal from ROW, reduction and hauling of reduced debris. Also included in the project was the removal of hazardous hanging limbs and leaning trees.

City of North Miami, Hurricane Irma, TX, 2017 - Field Supervisor for monitoring the removal of storm generated debris. This included monitoring debris removal from ROW, reduction and hauling of reduced debris. Also included in the project was the removal of hazardous hanging limbs and leaning trees.

City of Palm Coast and St. Lucie County, FL, Hurricane Irma, 2017 - Field Supervisor for monitoring the removal of debris. This included monitoring debris removal from ROW, reduction, and hauling of reduced debris.

City of New Orleans, LA, BBEC, 2009-2011 - Demolition Monitor - Managed and monitored the demolition of resident structures and foundations for the Louisiana Land Trust Demolition project.

City of New Orleans, LA, USACE/MWH/GOTECH, 2006-2008, QA Inspector - As a QA Inspector, Mr. Hebbler assisted in the successful completion of diverse disaster relief projects pertaining to the Hurricane Katrina Debris Removal Mission associated with the US Army Corps of Engineers.

OLEN BURDITT | FIELD SUPERVISOR

Mr. Burditt joined True North in 2014 and has over 17 years of experience in emergency management. He served as a senior debris Subject Matter Expert (SME) for the U.S. Army Corps of Engineers (USACE). He has deployed on more than 20 missions including debris removal, temporary housing, and roofing assignments.

He served as a member of the Fort Worth District Planning and Response Team (PRT) for 14 years and as an SME for his last 6 years with USACE. Mr. Burditt also served as Liaison Officer between USACE HQ and FEMA HQ on nationwide Weapons of Mass Destruction (WMD) Debris PRT from 2009 – 2013. Mr. Burditt has filled various roles in recovery efforts for notable events, such as the 2010 Earthquake in Haiti, the 2016 Sacramento Wildfires and in 2018 he assisted the USACE in Puerto Rico following Hurricane Maria.

While serving as an SME, he was knowledgeable in all aspects of a debris mission. He provided technical knowledge and management abilities to ensure missions were scoped and executed properly. He has also been involved heavily in database management, truck certification, and the hiring and training of field monitors.

EDUCATION

Angelo State University,
Bachelor of Science, 1994

TRAINING/CERTIFICATIONS

USACE Certification as Debris
Subject Matter Expert

USACE Level Two PRT, 40 hrs.
Debris Planning and Response

USACE Level One PRT, 40 hrs.
Debris Planning and Response

IS 800 National Response
Framework

IS 700 Introduction to NIMS and
ICS 100/200

FEMA Debris Operations, 36 hrs.
40 Hour HAZWOPER

8 Hour HAZWOPER Supervisor

FEMA IS 632 Introduction to
Debris Operations

FEMA IS 634 Introduction to
FEMA's Public Assistance Program

PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida, FDOT/FDEM/FDEP - Field Supervisor - 2023

Tornado Onalaska, Texas - Field Supervisor - 2020

Hurricane Michael, Bainbridge, GA - Field Supervisor - 2018-2019

Hurricane Maria USACE Debris Mission Specialists - San Juan, Puerto Rico, 2018

Hurricane Irma, Palm Coast, FL, 2017-2018 - Project Manager

Hurricane Harvey, Nueces, Aransas, San Patricio, and Kleberg Counties, TX, 2017- Field Supervisor that performed damage assessments and debris estimations following Hurricane Harvey in South Texas. He assisted with the development of a project scope for multiple jurisdictions to ensure an effective and efficient debris removal operations.

Hurricane Matthew, SCDOT, SC 2016-2017 - Field Supervisor

Louisiana Catastrophic Flooding, Lafayette Consolidated Government, LA, 2016 - Field Supervisor

Severe Storms, Tornadoes, Straight-line Winds and Flooding, TX 2015 - Field Supervisor

Sacramento CA fires, Cal Recycle, 2015 - Field Supervisor

Earthquake - Republic of Bangladesh, Subject Matter Expert USACE, 2013

Tornado – Moore, OK, Subject Matter Expert USACE, 2013

Hurricane Sandy, NY City, NY, Subject Matter Expert USACE, 2012

Hurricane Isaac, Braithwaite, LA, LADOT, Subject Matter Expert USACE, 2012

Hurricane Irene, Raleigh, NC, Subject Matter Expert USACE, 2011

Fires – Bastrop TX, Subject Matter Expert USACE, 2011

TRACY ENLOW | BILLING / INVOICE ANALYST

Ms. Enlow joined True North in 2006 and provides a wide variety of billing, invoicing, and administrative services. She is a reliable, efficient, highly motivated accounting professional with experience in supervisory, mentoring and leadership roles. She works well in a fast-paced environment, handling highly confidential information. She is efficient as a team member as well as working independently. She has strong interpersonal, and multitasking skills.

PROJECT ASSIGNMENTS

Administrative Services

Invoicing

Project Initiation

Organizational Leadership

Resource Allocation

Planning

TRAINING/CERTIFICATION

ICS 100 - Incident Command Systems

ICS 200 - Single Resources and Initial Action Incidents

ICS 700 - National Incident Management System

ICS 800 - National Response Framework

TS1 - FEMA Continuity of Operations Planners

TS11 - Debris Management

PROFESSIONAL EXPERIENCE

Disaster Recovery Services - 2006 to Current: Deployed to dozens of disaster sites in 12 states.

Accounts Receivable:

- Preparation, QA/QC and distribution of company invoices with detailed backup documentation to meet client contractual and FEMA requirements
- Annual billings in excess of \$10 million, up to 25 clients simultaneously. Largest individual project was \$7.5 million.
- Process, allocate and record incoming payments for posting in accounting software
- Prepare and submit bank deposits
- Weekly reconciliation of AR ledger to verify payments are processed and posted
- Communication with clients regarding payment of outstanding invoices.

Accounts Payable:

- Review vendor and subcontractor invoices for accuracy
- Entry of vendor invoices into accounting software for payment. including detailed project numbers and general ledger codes.

Timesheets / Expenses:

- Data entry of highly detailed timesheets and expense reports for up to 450 field employees and 25 Managers
- Hiring, training and supervision of up to 8 support personnel for data entry of timesheets and expense reports
- Coordinate with Project Managers and Supervisors to reconcile discrepancies in employee labor hours and labor codes

Project Logistics:

- Make travel arrangements, secure accommodations and rental cars for management and supervisory personnel
- Assist in acquiring temporary office space/housing for staff during disaster response
- Maintain a database of company contracts to monitor expirations dates and available contract extensions
- Coordinate meals for staff luncheons, client dinners and entertainment

Staffing / Human Resources

- Coordinate and distribute employment advertising for new projects
- Process employment apps, administer drug tests, conduct employment interviews
- Train and supervise support personnel in all staffing procedures
- Provide onboarding assistance for new employees
- Filled various project roles as needed for project support

MEGHAN MCCLENDON | BILLING / INVOICE ANALYST

Ms. McClendon joined Neel-Schaffer/True North Emergency Management in 2020 as a Data Manager. With four years of dedicated experience in data management and invoicing, she brings expertise to her role. Her background includes navigating multiple hurricanes and wildfires, demonstrating her proficiency in handling diverse disaster scenarios. Ms. McClendon played a crucial role in recent disaster responses, such as Hurricane Idalia in Florida, where she excelled in tasks ranging from hiring local monitors to managing invoicing. Her remarkable ability and depth of knowledge have positioned her as a valuable asset, allowing her to contribute effectively across various projects. Ms. McClendon's track record speaks volumes, showcasing her exceptional skills in hiring, data management, and invoicing.

EDUCATION

Masters in International Business
Management
Universitat Autònoma de
Barcelona 2016

Bachelor of Science, Family and
Consumers/Marketing
Stephen F. Austin University 2013

PROFESSIONAL SKILLS

Data Management
Invoicing
QA/QC
Hiring
Project Initiation

PROFESSIONAL EXPERIENCE

Hurricane Idalia, Florida, 2023 to present - Provides administrative and data services. Assisted with the initial scheduling and hiring of monitors as the project commenced, and continued to contribute to data management and invoicing throughout its duration.

Hurricane Ian, Florida, 2022-2023 - Provided administrative and data collection services. Assisted with the initial scheduling and hiring of monitors as the project commenced and continued to contribute to data management and invoicing throughout its duration.

LNU Lightning Complex and Glass Fires, Inland Branch, CA, 2020-2022 - Data Manager - Assisted with the initial scheduling and hiring of monitors as the project commenced, and handled daily paperwork and packets for field documentation, including scanning and filing, throughout the project's duration. Additionally, contributed to data management and invoicing tasks, which involved working with and managing a team to clean up the data for invoicing until the project was completed.



KEITH PRESCOTT
SENIOR PROJECT INSPECTOR

PROFESSIONAL EXPERIENCE - 17 Years

Alday-Howell Engineering, Inc., June 2014 to Present

Mr. Prescott currently serves as Sr. Project Inspector at AHE. He manages the day-to-day Inspection and reports for CEI projects. Mr. Prescott serves as the liaison between the contractor and AHE's project administrator. Other duties include pay estimate verification, trouble shooting, surveying and testing verification. He also provides quality control and constructability reviews on various projects.

Metric Engineering, Inc., April 2002 to June 2014

Prior to leaving in 2014, Mr. Prescott had risen to the level of Senior Inspector. He monitored the day-to-day construction of roadway projects for the FDOT. Duties included daily inspection reports, quantity and estimate verification, testing verification and trouble shooting.

EDUCATION

Holmes County High School -1991

PROJECT EXPERIENCE

Natural Disaster Monitoring/CEI: Continuing CEI services for hurricane damage assessment, debris monitoring, recovery monitoring and emergency work for FDOT Districts II & III as a sub-consultant to Metric Engineering. The most recent storms being Hurricane Michael and Idalia

Clara Avenue – From SR 30 Front Beach Road to Clara Avenue – FPID: 444220-2-52-01: Serving as Senior Inspector during this sidewalk project in Bay County. This project consists of drainage, structures and pipe, new sidewalk construction and removal and replacement of thermo.

SR 392A Hutchison Blvd from SR 30 (US 98) to SR 30 (US 98A) – FPID: 217986-1-52-01: Serving as Senior Inspector during this sidewalk project in Bay County. This project consists of drainage, structures and pipe, new sidewalk construction, pavement markings, milling and resurfacing, signalization, and mast arms.

SR 392A Hutchison Blvd from SR 30 (US 98) to SR 30 (US 98A) – FPID: 217986-2-52-01: Serving as Senior Inspector during this sidewalk project in Bay County. This project consists of drainage, structures and pipe, new sidewalk construction, pavement markings, milling and resurfacing, signalization, and mast arms.

SR 30A (US 98) in Bay County from East of CR 2327 to SR 30 (US 98B) – FPID # 428844-1-62-01: Serving as Senior Inspector during the CEI services for FDOT as a sub consultant to David H. Melvin. The project includes milling and resurfacing, new sidewalk construction, drainage improvements, pipe work, and new signalization. The contact person for this project is Charles Kennedy with FDOT and he can be reached at (850) 541-6015.

SR 73 (432572-1): (FDOT) Serving as Senior Inspector for the milling and resurfacing of SR 73 from the Calhoun County Line to South of County Road 167 (South Street) in Jackson County.

FEMA 1 AREA 2 – Repair to roads damaged in storm of April 2014: (Jackson County) served as Senior Inspector during the CEI services for the replacement of fill, scarifying, grading and compacting of existing dirt roads off SR 73 South of Marianna. Other work included desilting culverts, ditch cleaning and shaping and replacing, grading and shaping stone surface layers.

FEMA Project 2 – Compass Lake Repair to Roads Damaged in Storm of April 2014: (Jackson County) served as Senior Inspector during the CEI services for the replacement of fill, scarifying, grading and compacting of existing dirt roads in Compass Lake in the Hills. Other work included desilting culverts, ditch cleaning and shaping and replacing, grading and shaping stone surface layers.

CR 162 from Holmes County Line to SR 273 in Jackson County (LAP) – Keith served as Senior Inspector for this LAP project with County and FDOT oversight. It included numerous stormwater structures, cross drains and shoulder widening.

PROFESSIONAL CERTIFICATIONS – P623431730240

Advanced MOT	FEMA – IS-00100
Final Estimates L I	FEMA – IS-00200
HAZMAT Certification	FEMA – IS-00632
Asphalt Paving Tech. L I & II	FEMA – IS-00630
Concrete Field Testing Tech. L I	FEMA – IS-00631
Critical Structures Const. Issues	FEMA – IS-00700
ACI Concrete Field Tech. Grade I	FEMA – IS-00800.A
Earthwork Const. Inspection L I & II	FEMA – IS-00800.B
Nuclear Safety Certification	Stormwater, Erosion & Sedimentation Control



KYLE PRESCOTT
SENIOR INSPECTOR



PROFESSIONAL EXPERIENCE - 16 Years

Alday-Howell Engineering, Inc., May 2021 to Present

Mr. Prescott currently serves as Project Inspector at AHE. He manages the day-to-day inspection and reports for CEI projects. Mr. Prescott serves as the liaison between the contractor and AHE's project administrator. Other duties include pay estimate verification, trouble shooting, surveying and testing verification. He also provides quality control and constructability reviews on various projects.

Jacobs Engineering Group, Inc. September 2015 to May 2021

Prior to leaving earlier this year, Mr. Prescott has risen to Senior Inspector. He monitored the day-to-day construction of roadway projects for FDOT. Duties included daily inspection reports, quantity and estimate verification, testing verification and trouble shooting.

EDUCATION

Holmes County High School -1991

PROJECT EXPERIENCE

Natural Disaster Monitoring/CEI: Continuing CEI services for hurricane damage assessment, debris monitoring, recovery monitoring and emergency work for FDOT Districts II & III as a sub-consultant to Metric Engineering. The most recent storms being Hurricane Michael and Idalia

SR 71 from South of Britt Avenue to the Calhoun County Line in Gulf County – FPID # 430789-2-62-01: Serving as Senior Inspector during the CEI services for FDOT Marianna/PC Operations. The project includes milling and resurfacing, drainage improvements, pipe work, and new signing and pavement markings. The contact person for this project is Dale Harris with FDOT and he can be reached at (850) 544-7544.

CEI for SR 10 (US 90) from West of Flying J to Leon County Line in Gadsden County, FPID 434645-1-62-01 and 434645-1-62-01: Served as Senior Inspector for this resurfacing project in Gadsden County. The contact person is Lori Kietzer and can be reached at (850) 245-7937.

CR 286 Hardaway Highway: Currently serving as Senior Inspector. This project includes the widening and resurfacing of CR 286 (Hardaway Highway) and consists of the construction of four-foot paved shoulders, drainage improvements, pavement markings and signage. The project length is 5.9 miles.

Browntown Road Paving Improvements Project for JCBOCC, FPID: 442435-1-54-01: Served as Senior Inspector. The project consists of widening and resurfacing Browntown Road from SR 2 to Parkview Road (2.893 miles); the project also includes widening, shoulder work, reconstruction areas, turnout construction, drainage improvements and signing and pavement markings.

CR 179 Paving Project: Served as a Senior Inspector during CEI Services for the HCBOCC. The project included resurfacing 8.12 miles in Holmes County. The work included in this project is hot-mix asphalt paving along with isolated roadway reconstruction, shoulder rework, ditch grading, clearing and grubbing and grassing. Drainage improvements are also included consisting of crossdrain pipe culvert extensions and replacement along with concrete endwalls. Sidedrain culvert improvements are also included along with the construction of concrete mitered end sections. Signing and Pavement Marking improvements are also included along with the placement of Thermoplastic markings on the final asphalt surface.

FDOT District 3, SR 8 Resurfacing Project East of SR 77 to the Jackson Co. line (437765-1-52-01); Served as Senior Inspector, this project consisted of milling, resurfacing, cross-slope corrections, cross-over addition, HTCB, guardrail, signing, pavement markings, drainage, and safety improvements for 6.9 miles of roadway.

HRD D3 Hybrid, TWO 13 (439661-1-52-01, C9Y49) I Services; Senior Inspector: This project consists of adding additional turn lanes to roadway, drainage, signalization, curb & gutter, and resurfacing. The contact person for this project was Zachery Godwin and he can be reached at (850) 638-0250.

FDOT District 3, SR77 Design-Build Multi- Lane Resurfacing Project; Inspector. This project consists of adding additional lanes to 14.4 miles of roadway. The contact person for this project was Heather Baril, and she can be reached at 850.638.0250.

FDOT District 3, CR 297A and Kingsfield Road Lane Widening Improvement Project, Escambia County, FL; Inspector. This project consisted of milling, resurfacing, signing, pavement markings, drainage, and safety improvements.

PROFESSIONAL CERTIFICATIONS – P623431730240

Advanced MOT	Critical Structures Const. Issues	Stormwater Erosion Control
Final Estimates L I & II	ACI Concrete Field Tech. Grade I & II	
Asphalt Paving Tech. L I & II	Earthwork Const. Inspection LI & LII	
Concrete Field-Testing Tech. L I	Nuclear Safety Certification	



MICHAEL BAXTER
INSPECTOR

AHE Alday-Howell
ENGINEERING, INC.

PROFESSIONAL EXPERIENCE – 2 YEARS

Alday-Howell Engineering, Inc., April 2022 to Present:

Mr. Baxter's responsibilities include the inspection of various types of civil and environmental design projects. These projects include roadway (new construction and resurfacing), site, water distribution facilities, wastewater collection systems, wastewater pump stations, stormwater conveyance systems, stormwater ponds, and roadway drainage systems.

EDUCATION

Sneads High School	1987
Chipola College Corrections	1987
Chipola College Law Enforcement	2009

PROJECT EXPERIENCE

Natural Disaster Monitoring/CEI: Continuing CEI services for hurricane damage assessment, debris monitoring, recovery monitoring and emergency work for FDOT Districts II & III as a sub-consultant to Metric Engineering. The most recent storms being Hurricane Michael and Idalia

CR 273 – South Boulevard/ Orange Hill Road Resurfacing (Washington County Board of County Commissioners):

Mr. Baxter is currently serving as Inspector on this 2.8-mile resurfacing project. Other work included in the contract will include necessary drainage improvements, upgrading signage and pavement markings.

Indian Springs Phase 1 Water and Sewer Extensions (Jackson County): Mr. Baxter currently serving Inspector on the CEI of the low-pressure sewer system that serves the first 144 lots of the Indian Springs Subdivision. The design included simplex grinder stations at each residence and a force main designated for future phases.

CR 286 (Blueberry Drive) FEMA Drainage Project (Jackson County): Currently serving as Inspector's Aide. This project consists of the reconstruction of approximately 2,000 linear feet of CR 286 (Blueberry Drive) in Sneads Florida about 1.25 miles North of Interstate 10. Clearing and Grubbing, asphalt pavement removal, roadway embankment fill, roadway base and hot asphalt pavement construction will be included in this project. Also included are roadway guardrail installation, temporary traffic control, concrete drainage structure modifications, grading, grassing, roadway signing and asphalt pavement striping.

Indian Springs Phase 2A Sewer Extension (Jackson County): Currently serving as Inspector's Aide. The project includes gravity sewer with simplex grinder stations, lift station and associated force main, on lot sewer services, full depth roadway reclamation, and septic system abandonment.

PROFESSIONAL TRAINING – B23655068

Earthwork Construction Level I & II	Advanced MOT
Asphalt Paving Level I	Concrete Field Inspector Level I
Nuclear Safety	



RODGER CHAMBERS
SENIOR PROJECT INSPECTOR

PROFESSIONAL EXPERIENCE – 15 Years

Alday-Howell Engineering, Inc., June 2011 to Present

Mr. Chambers currently serves as Sr. Project Inspector at AHE. He manages the day-to-day Inspection and reports for CEI projects. Mr. Chambers serves as the liaison between the contractor and AHE's project administrator. Other duties include pay estimate verification, trouble shooting, surveying and testing verification. He also provides quality control and constructability reviews on various projects.

Metric Engineering, Inc., March 2001 to May 2011

Prior to leaving in 2011, Mr. Chambers had risen to the level of Senior Inspector. He monitored the day-to-day construction of roadway projects for FDOT. Duties included daily inspection reports, quantity and estimate verification, testing verification and trouble shooting.

EDUCATION

Curry High School

PROJECT EXPERIENCE

Natural Disaster Monitoring/CEI: Continuing CEI services for hurricane damage assessment, debris monitoring, recovery monitoring and emergency work for FDOT Districts II & III as a sub-consultant to Metric Engineering. The most recent storms being Hurricane Michael and Idalia

CEI Group 23-C Including SR 8 (I-10) Eastbound at SR 75 Off Ramp, SR 10 (US 90) from West of SR 75 to West of FG & A R/R overpass and SR 10 (US 90) at SR 73 North Intersection, Jackson County, FPID # 444043-1-62-01, 445633-1-62-01 & 219287-2-62-01: Currently serving as Senior Inspector for this group of projects in Jackson County. The contact person is Joseph Mixon and can be reached at (850) 326-8070.

SR 73 from the Calhoun County Line to South Street (Jackson County), FPID # 432572-1-62-01: Serving as Senior Inspector during CEI Services for FDOT on SR 73 from the Calhoun County Line to South of County Road 167 (South Street). The project includes milling and resurfacing, overbuild to improve cross slope, drainage improvements including bridge culvert joint repair, guardrail, widening, bridge joint rehabilitation and signing and pavement markings.

SR 71 from Calhoun County Line to Malloy Plaza Road (Jackson County), FPID # 423065-1-62-01: Served as the Senior Inspector on this SR 71 project. The project included milling and resurfacing, base construction, drainage improvements, guardrail improvements and signing and pavement markings.

Design Group 16-D - SR 2 & SR 77 (Jackson County), FPID#s 432548-1-62-01 & 430780-1-62-01: Served as the Senior Inspector for these projects. These projects included milling and resurfacing, guardrail improvements, minor drainage work, sod and signing and pavement markings.

SR 75 (US 231) from New Bethel Road to the Alabama State Line (Jackson County), FPID # 430776-1-62-01: Served as the Senior Inspector on this SR 75 project, the project included milling and resurfacing through lanes, turn lanes and cross overs. Also included in the project was signal loop replacement, pedestrian signals, sidewalk, and curb ramp construction and signing and pavement markings.

FEMA 1 AREA 2 – Repair to roads damaged in storm of April 2014: (Jackson County) served as Senior Inspector during the CEI services for the replacement of fill, scarifying, grading, and compacting of existing dirt roads off SR 73 South of Marianna. Other work included desilting culverts, ditch cleaning and shaping and replacing, grading, and shaping stone surface layers.

FEMA Project 2 – Compass Lake Repair to Roads Damaged in Storm of April 2014: (Jackson County) served as Senior Inspector during the CEI services for the replacement of fill, scarifying, grading, and compacting of existing dirt roads in Compass Lake in the Hills. Other work included desilting culverts, ditch cleaning and shaping and replacing, grading, and shaping stone surface layers.

Panhandle/Pelt Street Multi-Use Path in Marianna: Serving as Senior Project Inspector during CEI services for LAP sidewalk along Panhandle and Pelt Street in Marianna.

Chipola Gateway Project in Marianna: Served as Senior Project Inspector during CEI services for new sidewalk and boat ramp on the Chipola River in downtown Marianna.

PROFESSIONAL CERTIFICATIONS - C516724660970

Advanced MOT	Nuclear Safety Certification-HAZMAT
Final Estimates L I & II	ACI Conc. Field Tech. Grade 1
CTQP Concrete Field Tech. L I	Earthwork Const. Insp. L I and II
Asphalt Paving Tech. L I & II	Critical Structures Const. Issues



STEVEN GILMORE
INSPECTOR

AHE Alday-Howell
ENGINEERING, INC.

PROFESSIONAL EXPERIENCE – 16 years

Alday-Howell Engineering, Inc. (Currently): Steve provides various inspection duties for AHE. He is responsible for observing and documenting contractor operations, measuring quantities, and assisting the senior inspector.

AE Engineering, Inc. (2008 to 2017): As a Roadway/Bridge Inspector, Steve was responsible for assisting with inspecting and documenting activities such as asphalt paving, friction course placement, base and sub base construction, asphalt cores, cross slopes, latitude and departure measurements, concrete testing and placement, deck pours, densities on pipe placement and roadway, earthwork, maintenance of traffic, sign installation, erosion control and other miscellaneous activities.

Gulf Power Company (1998 to 2008): Responsible for three primary functions: (1) Reading meters; reading residential and commercial electric meters and accurately recorded readings, completed monthly reading cycles for predetermined schedules and scheduled meter reading routes to optimize efficiency. (2) Connect and disconnect service request- Performed connects and disconnects of single- phase electric meters, door hangers, checked readings, and customer service inquiries. (3) Field collection orders- Disconnected meter for delinquent residential and commercial utility accounts.

Lewis Bear Company (1990 to 1998):

Responsible for sales, marketing and delivery of products to small businesses and key account vendors. Sold new price promotions, displayed programs, new package replacements and shelf resets.

EDUCATION

Mosley High School 1989

PROJECT EXPERIENCE

Natural Disaster Monitoring/CEI: Continuing CEI services for hurricane damage assessment, debris monitoring, recovery monitoring and emergency work for FDOT Districts II & III as a sub-consultant to Metric Engineering. The most recent storms being Hurricane Michael and Idalia

SR 71 from South of Britt Avenue to the Calhoun County Line in Gulf County – FPID # 430789-2-62-01: Serving as Inspector during the CEI services for FDOT Marianna/PC Operations. The project includes milling and resurfacing, drainage improvements, pipe work, and new signing and pavement markings. The contact person for this project is Dale Harris with FDOT and he can be reached at (850) 544-7544.

CEI for SR 10 (US 90) from West of Flying J to Leon County Line in Gadsden County, FPID 434645-1-62-01 and 434645-1-62-01: Served as Inspector for this resurfacing project in Gadsden County. The contact person is Lori Kietzer and can be reached at (850) 245-7937.

SR 267 from SR 10 to the Georgia State line in Gadsden County, FPID # 437761-1-52-01: Served as an Inspector during CEI Services for this project in Gadsden County. The project includes milling and resurfacing, railroad improvements, signalization, ADA improvements, drainage improvements, and signing and pavement markings. The contact person for this project is Lori Kietzer and she can be reached at (850) 245-7937.

Browntown Road Paving Improvements Project for JCBOCC, FPID: 442435-1-54-01: Serving as Inspector. The project consists of widening and resurfacing Browntown Road from SR 2 to Parkview Road (2.893 miles); the project also includes widening, shoulder work, reconstruction areas, turnout construction, drainage improvements and signing and pavement markings.

Baptist College of Florida (BCF) Sidewalk Project in Jackson County, FPID # 440730-1-68-01: Currently serving as Inspector during CEI services on this LAP sidewalk project. The work includes a new ADA compliant pedestrian walkway system including concrete sidewalks, crosswalks, pavement markings and other appurtenances. The contact person for this project is Maria Showalter and she can be reached at (850) 330-1627.

SR 81 from SR 20 to the Holmes County Line (Walton County), FPID # 437753-1-52-01: Served as a Roadway Inspector on this SR 81 project. The project included milling and resurfacing, drainage improvements, guardrail improvements, cross slope corrections and bridge joint repairs.

PROFESSIONAL CERTIFICATIONS – G456781701020

Asphalt Paving Level I & II

Earthwork Construction Inspection Level I & II

Final Estimates Level I

ACI Concrete Field-Testing Technician Grade I

FDOT Concrete Field Inspector Specification

Advanced MOT

Nuclear Safety Certification

**120 NORTH HWY 71
WEWAHITCHKA, FL 32465
850.639.3860**



**115A SAILORS COVE DRIVE
PORT ST. JOE, FL 32456
850.227-1257**



**GREG DYKES
INSPECTOR**

EDUCATION

Wewahitchka High School	General Studies	1989
Gulf Coast State College	Correctional Officer Basic Standards	1993

REGISTRATIONS & CERTIFICATES

FDOT CTQP

- Asphalt Paving Technician Level I
- Nuclear Radiation Safety
- FDOT Advanced Temporary Traffic Control (TCC)
- Asphalt Paving Technician Level II
- Earthwork Construction Inspection Level I & II

EXPERIENCE

United States Army

94 Bravo and Supply, Communication Unit

May 1990 – January 1993

Department of Corrections

Retired as Captain

December 1993 – October 2018

Southeastern Consulting Engineers, Inc.

Hurricane Michael

Metric – Debris Removal

Site Visit Inspections – taking measurements and photos of damaged structures.

FEMA Inspections for Municipal properties.

October 2018 - Present

Gulf County – CR 386 Overstreet Road CEI SCOP

Served as Inspector for the CR 386 project. This SCOP project was approximately 19.5 miles of roadway resurfacing and addition of paved shoulders from US Hwy 98 to SR 71 along CR 386. In addition, milling, installation of cross drain piping, endwall construction, guardrail installation, turnout construction, sediment barrier/floating turbidity barrier, guardrail installation, miscellaneous asphalt, sub-soil excavation, sodding, striping, and signage were performed.

May 2020 – February 2022

Gulf County - Pineda Street Resurfacing CEI SCRAP

Served as the Inspector for the Pleasant Rest project. This SCRAP project was approximately 0.47 miles of roadway resurfacing from US Hwy 98 to the end of Pineda Street. In addition, milling, turnout construction, sediment barrier/inlet protection system, Optional Base Group & Type B stabilization installation, sodding, striping, and signage were performed.

June 2020 – September 2020

Gulf County – Pleasant Rest Road CEI SCRAP

Served as the Inspector for the Pleasant Rest project. This SCRAP project included approximately 1.89 miles of roadway widening and resurfacing from Pleasant Rest Cemetery Road to CR 386. In addition, drainage improvements, installation of cross drain piping, endwall construction, guardrail installation and removal, turnout construction.

June 2022 – April 2023

Gulf County - Pine Street Widening & Resurfacing CEI SCRAP

Served as the Inspector for the Pine Street project. This SCRAP project included approximately 0.28 miles of roadway widening and resurfacing from US 98 to Georgia Avenue. In addition, minor drainage improvements, turnout construction, silt fencing, asphalt reclaiming, paving, sodding, striping, mailbox installation and signage were performed.

June 2023 – January 2023

www.southeasternce.com

**120 NORTH HWY 71
WEWAHITCHKA, FL 32465
850.639.3860**



**115A SAILORS COVE DRIVE
PORT ST. JOE, FL 32456
850.227-1257**



JEFFREY TODD MCGLONE, INSPECTOR

EDUCATION

Correctional Officer Basic Standards, Gulf Coast State College, 1990

REGISTRATIONS & CERTIFICATES

Currently certified with FDOT through the Construction Training Qualification Program in:

- Asphalt Paving Technician – Level I & II
- Final Estimates – Level I & II
- Earthwork Construction Inspection – Level I & II
- Advanced MOT
- Nuclear Surface Moisture-Density Gauges
- Stormwater Management Inspector
- FDOT Advanced Temporary Traffic Control (TCC)

PROJECT EXPERIENCE

Jarrott Daniels Road Paving Project

July 2015 – March 2017

Worked alongside professional engineers and contractors to inspect the construction methods of resurfacing and new construction of a rural road in Wewahitchka, Florida and ensure that adequate construction methods were utilized. Responsibilities: Conducted numerous site visits and inspections related to the status and quality of all phases of construction. Developed various reports throughout the duration of the project documenting the inspection process and findings.

2015 Gulf County Road Bond Paving Project

August 2016 – Present

Worked alongside professional engineers and contractors to inspect the construction methods used to resurface multiple roads in Gulf County, Florida and ensure that adequate construction methods were utilized. Responsibilities: Conducted numerous site visits and inspections related to the status and quality of all phases of construction. Developed various reports throughout the duration of the project documenting the inspection process and findings.

Completed Multiple Resurfacing and New Roadway Construction CEI Projects

CR 379: Liberty County, Florida (Resurfacing), Lake Mystic Church Road: Liberty County, Florida (New Construction), CR 5: Gulf County, Florida (Resurfacing), Old Bay City Road: Gulf County, Florida (New Construction), S. Atlanta Street Sidewalks and Drainage Improvements: Gadsden County, Florida (Sidewalks & Drainage), McDaniel Sheard Road: Calhoun County, Florida (New Construction).

Hurricane Michael

October 8, 2018 to Present

Metric – Debris Removal
Site Visit Inspections – taking measurements and photos of damaged structures.

TAB C

FINANCIAL INFORMATION



TAB D

REFERENCES



REFERENCES

City of Biloxi- Debris Monitoring- Hurricane Zeta

Christy Lebatard, PE, Director of Engineering

214 A Delauney St.

Biloxi, MS 39530

Office: 228.435.6269

Email: clebatard@biloxi.ms.us

Dates: November 2020-January 2021

City of Fairhope, Alabama -Debris Monitoring and PA - Hurricane Sally

Richard D. Johnson, PE, Dir. of Public Works

161 North Section St.

Fairhope, AL 36532

Office: 251.929.0360 Cell: 251.423.7418

Email: richard.johnson@fairhopeal.gov

Dates: September 2020-November 2021

Lafayette Consolidated Government, Louisiana - Debris Monitoring - Hurricanes Laura & Delta

Carrie Sattler

1515 E. University Ave.

Lafayette, LA 70501

Office: 337.349.7557

Email: csattler@LafayetteLA.gov

Dates: September 2020-November 2021

TAB E

Proposal Matrix



HOURLY RATE SCHEDULE

NAME OF BUSINESS: True North

CONTACT PERSON: Derrick Tucker

EMAIL ADDRESS: derrick.tucker@neel-schaffer.com

AUTHORIZED SIGNATURE: 

The hourly rates shall include all costs including applicable overhead and profit, lodging, meals, transportation, rentals, safety gear, telephone costs, cameras, GPS devices and other incidentals.

	JOB DESCRIPTION	HOURLY RATES*	HOURS**	TOTAL
1.	Project Manager	\$ 75.00	70	\$ 5250.00
2.	Data Manager	\$ 55.00	70	\$ 3850.00
3.	Cost Recovery Specialist	\$ 49.00	4	\$ 196.00
4.	Field Supervisors	\$ 49.00	70	\$ 3430.00
5.	Fixed Site Monitors	\$ 34 -	140	\$ 4760.00
6.	Environmental Specialist	\$ 49.00	2	\$ 98.00
7.	GIS Specialist	\$ 49.00	4	\$ 196.00
8.	Supervising Monitors	\$ 0 -	0	\$ 0 -
9.	Billing/Invoice Analysts	\$ 35.00	21	\$ 735.00
10.	Administrative Assistants	\$ 20.00	55	\$ 1100.00
11.	Field Monitors	\$ 38.00	380	\$ 14,440.00
TOTAL (Items 1-11)				\$ 34,055.00

*Contract hourly rates are inclusive of both straight time and overtime rates. Additional overtime costs above a 1.0 rate will not be paid for contract rates.

**These hours are not intended to represent the actual contract amount but are an estimated representation of a typical work week. The actual contract value will be negotiated with the successful proposing agency prior to issuance of the notice to proceed for each event.

This document must be completed and returned with your Submittal

***Field Supervisor performs these duties

PROJECT APPROACH

True North is committed to providing the highest level of services to ensure the satisfaction of Franklin County. We have the qualifications and experience to successfully monitor debris removal. Our key goals are safety, local hiring, management of contractors and full reimbursement of eligible project costs. We will provide collection monitors to observe and ticket all debris loading operations, as well as tower monitors to observe and document all debris site activities. We will enter all load ticket and debris site data into an electronic database daily. This database will include multiple backups and will track key project data. True North's data system has numerous cross checks to flag any suspicious data such as unusual cycle times, capacities, loading locations or types of debris. Early detection of problems by experienced data personnel is a key to avoiding larger problems later in the project. The data system will generate reports for Franklin County and will support invoice reconciliation and validation of debris hauler invoices.

We will provide project management and supervision of all activities. True North's monitors will prepare incident reports to document any contractor damage to public or private property. True North may also provide planning, training, permitting and damage assessment services as requested. We have extensive experience in all of these areas, both pre- and post-disaster.

Our monitoring staff is an extension of your staff, reacting to and responding to your requests. Our monitors are typically locally hired employees who are displaced or out of work as a result of the declared disaster and are trained and supervised by our experienced permanent staff. Because we employ former public employees such as former USACE Debris Experts, Public Works Directors, Emergency Management Coordinators, and retired military personnel, we understand the stress a disaster has on your employees. Thus, we are able to assist in the staffing and operations of all aspects a disaster may cause.

MOBILIZATION

Having extensive major hurricane debris monitoring experience, the True North response will be immediate, rapid and efficient, with a focus on accountability, transparency, cost control and ensuring maximum reimbursement for all eligible disaster recovery costs.

We intend to hire and train the majority of our monitors locally. The benefits of hiring our monitoring staff locally are:

- **An investment in the community** — Hiring locally allows for a portion of the debris management costs incurred by Franklin County to be reinvested in the community through employment opportunities.
- **Local Knowledge** — No one knows a community better than the people who are part of it and hiring locally also fosters community involvement.
- **Resources** — Hiring locally reduces the stress on resources that are typically in demand after a disaster event, such as rental cars and hotels.



True North will meet the immediate needs of Franklin County with a combination of experienced employees from nearby permanent offices, hurricane debris management experts from across the South, and locally hired and trained personnel.

Our team mobilized more than 450 temporary employees following the 2014 winter storms in South Carolina. We mobilized 250 temporary employees to meet the needs from Hurricane Sandy in 2012 and 2013 in the Northeast. Neel-Schaffer/True North also mobilized hundreds of monitors following Hurricane Katrina (MS) in 2005/2006 and Hurricane Ike (TX) in 2008/2009. We provided monitoring of thousands of workers during cleanup of the BP Gulf of Mexico oil spill in 2010 and 2011. These are just a few of the projects for which we have provided monitoring services over the past 15 years. We had more than enough supervisory staff to oversee the debris monitoring services.

Our ability to mobilize, train and supervise hundreds of people in an organized and timely manner is key to our past success at debris removal monitoring and the corresponding recovery of the community.

True North's success in managing disaster debris removal, in particular following Hurricanes Matthew, Sandy, Isaac,

Irene, Ike, Rita, and Katrina, is a testament to our ability to work effectively in complex situations. We have highly trained professionals who can complete the job in a cost-effective manner. Our company values are based on quick response, local hiring, client service, ethical practices, fully eligible reimbursement, and sensitivity to the environment. Our staff places the utmost importance on accounting procedures and implementing accurate and comprehensive reporting. The True North team's objective is to achieve full reimbursement for all eligible disaster recovery costs from appropriate federal and state agencies.

FEMA/FHWA SUPPORT

The True North team has 17 years of experience working with local, state and federal government emergency management agencies. The True North team has worked closely with state and federal funding agencies in project funding, start up, documentation, invoice review, and payment follow up. We have worked with these agencies closely to ensure full eligible reimbursement. **We have worked in 9 different FEMA regions** and have proven experience working with the Mississippi Emergency Management Agency (MEMA), FHWA, and the Natural Resource Conservation Service (NRCS). We have also worked with several DOTs and state emergency management agencies in numerous states to achieve full eligible federal reimbursement through FEMA and FHWA programs.

True North has a strong record of full FEMA and state reimbursement. We will assist Franklin County in developing a cash flow strategy to maximize early reimbursement of project costs. The True North team is thoroughly familiar with the requirements and guidelines of the Federal Emergency Management Agency. This includes an understanding of the Hurricane Sandy Recovery Act.

We will coordinate meetings with FEMA Public Assistance (PA) staff early in the project and focus on disaster specific guidance to maximize reimbursement of project costs. The True North team will be a resource to Franklin County on federal requirements and financial recovery.

Our proven experience with all federal disaster recovery funding programs allows us to ensure that the debris removal project is **performed in compliance with FEMA and FHWA reporting requirements, as well as federal, State or local environmental and safety regulations**. Because FEMA does not reimburse expenditures for the removal of debris which is eligible for funding under any other federal or state disaster recovery grant programs, it is imperative to track and document costs accurately and separately from the beginning of the project.

True North will provide an experienced FEMA Coordinator to Franklin County to assist with regulatory compliance at all stages of the response and recovery process. The FEMA Coordinator will monitor FEMA and FHWA policy for updates or additions throughout the project and notify Franklin County's Debris Manager if important changes occur or if pertinent Disaster Specific Guidance is issued.

True North Managers and FEMA Coordinators are knowledgeable of the guidance found in these FEMA publications:

- Public Assistance Guide (FEMA 325 / July 2007);
- Public Assistance Debris Monitoring Guide (March 2021);
- Public Assistance Program and Policy Guide (PAPPG v.4);
- And, policy and procedure changes as described in FEMA Interim Policies, FEMA Administration Memos, and any such nationally published guidance, directives, etc. as required by FEMA.

Our top priority is to ensure maximum eligible federal funding and we are prepared to assist Franklin County to achieve this goal.

True North Managers and FEMA Coordinators will meet all federal codes, regulations, and requirements, including subsequent and related versions of:

- The Stafford Act, as amended;
- The Code of Federal Regulations, 44 CFR, as amended;
- And, The Code of Federal Regulations, 2 CFR Chapter II, Part 200 et. al., as amended.

DATA ASSIMILATION AND INTEGRATION

The electronic load tickets will be checked daily in our database that was developed to specifically record pertinent information for queries and accounting of the hauled debris. The database will be used to process pay requests from the

contractor and to manage the data from the tickets for accounting and auditing purposes with FEMA. In addition, zone maps will be updated to reflect where debris was collected.

The True North team will provide a data management team to reconcile load tickets daily and develop up-to-date, accurate information available to FEMA and Franklin County. We will review contractor pay requests, provide supporting documentation and make recommendations to Franklin County based on FEMA policy. True North will document hazardous tree and limb removal including GPS coordinates and digital photography. We will provide comprehensive reports on data. The True North team will provide a data management team to reconcile load tickets daily and develop up-to-date, accurate information available to FEMA and Franklin County. We will review contractor pay requests, provide supporting documentation and make recommendations to Franklin County based on FEMA policy. True North will document hazardous tree and limb removal including GPS coordinates and digital photography. We will provide comprehensive reports on data reconciliation and debris clearance on a regular basis.

SAFETY

Safety and training are key components that we stress to our employees. Safety is of the utmost importance to protect our monitors and personnel involved in the project. We will conduct regular safety meetings to inform and remind employees of the importance of project safety. Each safety meeting will generally summarize overall monitor safety, then provide detailed discussion of particular elements of project safety, such as safe driving, roadside traffic safety and safety around heavy equipment. Additionally, we have dress code and safety gear requirements for our employees.

All monitors will have access to safety equipment that is compliant with federal, state, and local requirements. This includes eye protection, hearing protection, reflective safety vests, hard hats, and wet and cold weather clothing. All debris monitors will wear safety shoes and DOT Class II reflective safety vests.

The safety record of True North is reflected by our corporate Experience Modification Rate (EMR) of 0.75 along with no lost workdays in the past three years. Safety is always our first consideration on any job. Our safety procedures are followed in accordance with our Neel-Schaffer Safety & Health Program (updated January 2023) along with a project specific safety plan. The nucleus of our safety plan is the Job Hazard Analysis (JHA) identifying specific job-site hazards. Along with the JHA, we conduct an initial safety meeting followed by a daily tail-gate meeting and a weekly inspection. Our plan provides specific guidance to employees working alone. We also follow the safety guidance of on-site contractors.



DEBRIS VEHICLE CERTIFICATION, REGISTRATION, AND EQUIPMENT IDENTIFICATION IN THE FIELD

- *Oversee truck certification site activities.*
- *Measure Debris Contractor vehicles using a decimal measuring tape and calculate cubic yardage capacity.*
- *Photograph each vehicle debris hauling unit. Complete and issue Truck Certification Form with corresponding truck placard.*
- *Manifest a copy of all completed Truck Certification Forms to the DM and provide input into database files.*
- *Perform random quality control checks of Debris Contractor vehicle capacity to ensure displayed placard measurements are correct.*

Certification, documentation, and validation of truck measurements is required by FEMA. Our staff will provide the measurements of the truck and trailer beds and review the compliance with requirements such as limitations of extensions above metal rails. The truck measurements will be recorded and entered into a spreadsheet for validation. Whenever load tickets and truck numbers are entered throughout the project, the database will verify that the truck bed capacity matches the truck number and certified volume. For additional documentation, each measured truck will be photographed. Truck Database access of all certified vehicles will be available at each DMS and final disposal sites to verify vehicles and equipment and for quality control purposes.

To haul and dispose of disaster debris a Debris Contractor vehicle must be certified and have a corresponding truck placard affixed to the side of the vehicle (i.e., the portion that will carry debris), and tandem vehicles will receive a certification and placard for each unit that carries debris.

A Truck Certification Team (Cert Team) will certify Debris Contractor vehicles at designated sites.

COLLECTION MONITORING

All field monitoring will be managed and executed to maximize eligible federal and state reimbursement. Our collection monitors will inspect and monitor all eligible debris collection work performed by the removal contractors and record the required data for each load.

Daily Field Monitor Operations: Field Supervisors will be assigned to teams of monitors. Our field supervisors are the key to True North's success in ensuring that owners receive full FEMA reimbursement on all projects. True North will stop work in progress that is not being performed or documented in the appropriate manner or which is not in compliance with task orders issued by Franklin County. Such work will be noted for nonpayment. We will inspect work in progress to ensure that removal efforts include only eligible debris in eligible locations. Field Supervisors and Field Monitors will enforce the "leave no trace" policy.

Our field supervisors have extensive experience and capabilities in debris management, as well as the ability to effectively train, lead, and supervise monitors. All Field Supervisors are thoroughly familiar with FEMA processes/procedures, and have field experience performing all major monitoring activities, including load ticketing, collection monitoring, disposal monitoring, vehicle certification, communications, and daily reporting. Field Supervisors will report critical information to Franklin County daily.

Collection Monitoring Support Services: True North has experience in all aspects of debris management, including planning, operations, management, monitoring, and accounting systems. Our experience includes all types of debris removal programs, such as ROW debris, leaner/hanger programs, Freon removal, white goods, public property debris, waterway debris, comprehensive private property/ROE debris, marine debris, drainage canal debris, demolition, abandoned vehicles and vessels, beach sand cleaning, animal carcasses, condemnations, hazardous materials, asbestos, and tires.

We have also developed numerous supplemental forms and documentation processes for various types of projects. We utilize daily monitor reports, incident reports, tower logs, etc., on typical projects and have developed specialized forms for projects involving items such as sand cleaning, vessel removal, and demolition. We document debris every time it moves, i.e., cutting hazardous limbs, loading, unloading at DMS's, reduction, and final haul/disposal or recycling. True North will provide all necessary security and oversight for all operations.



DEBRIS COLLECTION PROCESS

- Debris is identified in the assigned debris zone
- Debris eligibility is determined and hazards located

- Debris is loaded by contractor while monitor observes
- Load is checked by monitor for safety in transport for overhanging debris, and over height loads. These must be addressed before issuing load ticket
- Load Ticket is issued to truck driver – Electronic or Paper
- Truck drives to the debris management site (DMS)
- Truck driver gives load ticket to landfill monitor
- Landfill monitor scores load, records, and logs it on the tower log; copy of the load ticket returned to the driver
- Truck unloads, tower monitor verifies empty, and the truck returns to the collection site

TOWER MONITORS

DMS/Tower Monitors are the most critical monitoring positions on a disaster debris project because of the judgment required in rating loads and the number of load tickets finalized at DMS/disposal sites. True North provides a higher level of training to fully prepare Tower Monitors for these challenges.

The efficiency and effectiveness of any Debris Removal Operation is only as good as the operation and management of the disposal sites. Simple fact – one can load only so much debris at curbside without a place to dispose of the material. A safe and smooth-running disposal operation greatly enhances the entire debris removal, reduction, and disposal process.

Often permanent disposal sites are not available at the onset of a Debris Removal Operation. This necessitates using a temporary DMS. In many cases these DMS's are used to collect debris, in some cases sort debris, and often reduce the volume of debris by recycling, grinding, chipping, or incineration. Ultimately the material must be moved to the “final resting place”.

Many important actions generally occur at the disposal site. These actions include “Calling the Load”, ensuring only debris eligible for disposal at the site is accepted, monitoring reduction operations, inspecting loads for hazardous material, and monitoring the safe operation of the site.

The Tower Monitor's job duties include but are not limited to:

- | | |
|---|--|
| <ul style="list-style-type: none"> • Estimate the volume of material in the dump body or hauling container by estimating the % of full volume or the number of cubic yards of material the load is “short” of being full. • Disposal site Monitor calculates the volume hauled by taking the Maximum Load Capacity (on the placard in the truck & on the load ticket, which should match) and multiplies it by the estimated % previously assigned, which will equal the total Cubic Yards on truck. • Classify the type of debris delivered | <ul style="list-style-type: none"> to the disposal site to ensure proper documentation and disposal. • Inspect the loaded debris for possible contamination by household hazardous waste, household garbage, hazardous waste, oil drums, propane containers, etc. and take specific corrective action when needed. • Complete the required documentation to ensure eligible reimbursement. • Ensure the hauling trucks are empty of debris before leaving the DMS. |
|---|--|

LOAD TICKET PROCESS DEVELOPMENT

Field monitors will initiate load tickets as debris is loaded from public property and ROW. Information will include address, project, type of debris, and truck number and capacity. Debris site/tower monitors complete each load ticket with a load rating. Monitors will keep a log that contains information such as debris loading site location, loading site monitor's name, supervisor's name, number of load tickets issued during the shift, a listing of load ticket numbers issued or voided, and any problems encountered or anticipated. Load tickets and logs will be available to Franklin County. In addition to the tickets and logs, cumulative data and activity reports on completion progress and issues will be submitted to Franklin County. These reports will include detail of the quantities and types of debris hauled. This information will be used by True North to

reconcile pay requests from the contractor.

Since the load ticket process forms the basis of reimbursement, very close observation of debris loading operations is critical, including types of debris and loading site location. Field supervisors will be utilized along with control points to ensure thorough documentation and ticketing of debris loading operations.

PAYMENT MONITORING AND RECONCILIATION PROCESS

We reconcile quantities with the contractor on a regular basis to ensure load ticketed quantities match as the project progresses. This avoids stress at the end of pay cycles in the event of different interpretations by the parties. True North reconciles data ticket-by-ticket and performs all tasks in compliance with FEMA standards. We review all contractor invoices for accuracy and consistency with load tickets, tower logs, and project spreadsheet quantities. Accurate, complete invoices/pay requests with correct quantities are forwarded to our clients on a timely basis, with a recommendation for payment. Our team's monitoring, documentation, and review processes provide the quality control and backup needed for maximum eligible reimbursement by FEMA. We will keep you informed of the effect of recommended payments on the project/overall budgets, project worksheets, and purchase orders. This will assist in planning for purchase order adjustments and the need for additional versions of project worksheets.

AUTOMATED DEBRIS MANAGEMENT SYSTEMS (ADMS)/ELECTRONIC TICKETING SYSTEM

Automated Debris Management Systems (ADMS) are changing the debris monitoring and recovery process for the better. Properly implemented systems eliminate traditional paper load tickets and provide a more efficient and cost-effective data capture while eliminating many of the human errors associated with traditional data entry. Not only does E-Ticketing assist the project data collection and disposal monitors with data collection efficiency, accuracy, and completeness, it potentially eliminates thousands of labor hours of manual data entry of load tickets and photographs into a project database.

As mobile hardware and technology quickly evolved, True North was looking at ways to provide a more advanced ADMS. In 2017 we began using the ADMS, Smart Track by TAC Insight. This dynamic new platform allows for more advanced customization, custom reporting, trend analysis, enhanced security, greater reliability, reduction in errors, universal operating system compatibility, deeper integration with ESRI ArcGIS, real-time data uploads, and a variety of enhanced capabilities and improvements. Working with TAC Insight, we have been able to upgrade our ADMS regularly to keep up with the latest technology.

Utilizing the Smart Track ADMS, the True North team saw big improvements in our operation capabilities including:

- | | |
|--------------------------------|-------------------------------------|
| • Increased accuracy | • Expedited invoice reconciliation |
| • Elimination of paper tickets | • Increase of operational awareness |
| • Elimination of data entry | • Enhanced mapping |
| • Expedited daily reporting | |

Smart Track ADMS is a true standalone ticketing system that can operate under extreme environmental conditions both with (Live Mode) and without (Offline Mode) access to internet, cell towers, or Wi-Fi. Our field experience has taught us that adequate cell service is not always available even under the best conditions. By not being restricted to a "live mode" only, True North can implement our system from the inception of a project when electricity and cell service may be unavailable or compromised. Smart Track ADMS establishes, stores, and provides all the necessary documentation required by FEMA, FHWA, and all other applicable federal, state, and local agencies to assist in maximizing your eligible disaster debris reimbursement.

The True North team has successfully implemented the Smart Track ADMS concurrently on multiple activations. This includes activations across multiple states for separate events such as 2017 Hurricanes Harvey (TX) and Irma (FL), 2018 Hurricane Michael (FL & GA), 2020 California Wildfires and Hurricanes Laura (LA & TX), Sally (AL), Delta (LA), and Zeta (MS). Each event represents multiple activations for separate state agencies, counties, and local municipalities.

The Smart Track ADMS has been designed to specifically handle a variety of debris streams including C&D and vegetative by

cubic yard or ton, PPDR, hazardous hanging limbs and trees (leaners/hangers), stumps, white goods, e-waste, HHW, etc. Each individual module has been specifically designed for the appropriate debris type and to capture all required documentation including timestamps, location, and necessary photo documentation.

The True North team maintains its own inventory of hardware including smart phones, tablets, mobile printers, and hotspots that are kept ready for immediate activation. A qualified data manager and project management team will quickly deploy to begin project setup following the contract guidelines. Truck and equipment certification capabilities are built into the Smart Track ADMS. This is the first critical part of the successful initiation of a debris management project. Once the debris removal operation begins, the Smart Track ADMS will be utilized for all daily debris tracking and reporting, QA/QC, mapping and contractor invoice reconciliation. The Smart Track ADMS is the centerpiece of our disaster recovery operations from project kickoff until final closeout.

DATABASE REPORTING

Data Administration: All load tickets and debris site data will be automatically entered daily into the Smart Track ADMS. This system has proven to be invaluable on complex projects. While managing ROW vegetative and C&D debris is relatively simple, tracking numerous communications, types of debris, and inspections for each individual ROE property requires a well-designed data base system.

Cross-checks are built into our data system, which will allow us to visualize “caution flags” when unexpected parameters are detected. Examples of data base “flags” could be short turn-around of a hauling unit, discrepancy on capacity, or high loads per day. Our data management system can be organized and sorted by an array of factors to generate comprehensive reports. We will work with you to develop an automatic daily report format to meet your information needs. We can generate custom reports from the database to provide a wide range of project information. This reporting will be valuable in determining the need for additional passes, new programs, modifications to the scope of the project, etc. GPS coordinates are recorded, and digital photographs are gathered to document critical activities, including all unit price tree removals, to meet FEMA requirements.

Operational Reports: The True North team will provide detailed status reports. These reports will be developed for automated generation by our comprehensive data management system. Relevant project statistics and cumulative statistics will be shown in a straightforward graphical manner for officials to provide information to the media or to their constituents. These reports will be customized to fit the specific needs of the Client and will also include information such as number of vehicles operating, total loads hauled, and cubic yards hauled. The data will be reported in categories by zone, contractor, debris type, average load volume, and citizen drop-off sites.

True North can tailor our project load ticketing approach to meet the needs and directives of Franklin County

Cost Tracking: The Smart Track ADMS can be used for detailed tracking of project costs. Costs will be tracked by zones, by contractor, and other relevant categories as requested by Franklin County. This system will be used to develop periodic reports, to reconcile contractor invoices and to develop documentation to support FEMA reimbursement.

GIS reporting: The Smart Track ADMS will integrate project data into our GIS Reporting Dashboard to produce visualization maps. Utilizing the Smart Track ADMS data, Franklin County will have access to customizable progress mapping views to give an overall visual picture of the project progress. The GIS Reporting Dashboard can easily be customized prior to and during the course of a deployment to meet project specific requirements.

These customized reports and GIS Maps can include:

- Summary Reports (Daily, Weekly, Monthly)
- Cumulative Quantities
- Cumulative Cost

TICKET FLOW/DATABASE

The process begins when monitors initiate electronic load tickets as hauling units are loaded. Basic information is recorded including address, GPS location, debris type/pay item, monitor, driver, vehicle certification number, date, time, and other

relevant information as well as any required photos. At the completion of loading, the electronic data is encrypted and electronically labeled for a specific driver and hauling unit. The encrypted data is provided to the driver to be delivered to the Tower Monitor at the landfill or Debris Management Site (DMS). The driver provides this encrypted data to the Tower Monitor, who downloads the electronic load ticket into the data management system and rates the load by percentage full. Although the primary data is electronic, multiple paper tickets are printed at the landfill or DMS to provide an archive paper copy for our backup as well as the contractor and driver, as a record of the load. The electronic ticket is then completed, and another e-ticket can be initiated for the hauling unit.

The Smart Track ADMS has numerous cross checks and internal controls to ensure accurate data capture and to minimize errors. The core of the Smart Track ADMS is a fully relational database. This provides a strong backbone to allow for project specific applications, system flexibility, and system upgrades driven by technological advances and changes to federal regulations.

Accurate record keeping, documentation and data management are as important as the physical work in meeting the goals of Franklin County and receiving full FEMA reimbursement. True North follows the basic five-part FEMA load ticket process in monitoring ROW debris. Eligibility of debris and complete, accurate documentation lead to full reimbursement. These basic functions must be performed correctly in the field. We place great emphasis on training and supervising monitors in the basic monitoring functions to ensure they are performed consistently, and correctly.

True North will coordinate work schedules with contractors 24 hours in advance and provide work schedules to Franklin County's Authorized Representative. Accurate scheduling is critical to ensure adequate monitoring is provided to document debris removal without the unneeded cost of excess monitors. Realistic schedules are also necessary to allow Franklin County to track and oversee the project effectively. Monitors and contractors will be expected to follow these schedules to ensure efficient and effective project performance.

SCHEDULE AND BUDGET ADHERENCE

True North will provide all positions required for a complete debris monitoring and documentation project. Final staffing level determination will be made by Franklin County. Debris Monitors will be primarily locally hired and will be a minimum of 18 years of age, with a valid driver's license issued in the U.S., pass a drug screening and the required criminal background check requirements. All True North documents shall be in compliance with FEMA requirements and guidelines.

The True North team has extensive experience in hiring and training hundreds of debris monitors following disasters across the country. We intend to hire and train the majority of our debris monitors locally. This will reduce costs to the project and help to support the local economy. We will provide experienced management and supervisory staff to provide oversight of the monitors. We are committed to delivering the highest level of service to Franklin County.

All debris monitors and Franklin County staff, as requested, will attend a training program designed by our debris management specialists before beginning work. The True North training program ensures that all staff are knowledgeable of FEMA protocol, requirements, and where possible or required by FEMA on rules and/or regulations and will involve personnel from either or both of these agencies. Our experienced disaster response team provides training in a classroom setting followed by field training that is designed to verify experience and knowledge of work assignments. All disposal site monitors, collection monitors, and project coordinators are required to attend a training program that includes identification of eligible debris, proper documentation, communication protocols, and safety requirements. All field personnel are required to have good communication skills to work effectively with other project personnel and for efficient interactions with the public.

In order to control costs and save public money, True North is diligent in minimizing hours spent on monitoring activities. We will consult with Franklin County on staffing and work planning, with Franklin County having final say on staffing levels. We welcome Franklin County representatives to visit and review the efficiency and effectiveness of our monitoring program.

COMMUNICATION PROCEDURES

We will work closely with Franklin County to develop disaster response plans including communication systems to ensure continuity of communications with Franklin County during and following a disaster. We will mobilize two to five key personnel in advance of predictable disasters, such as hurricanes, to assist in preparation and to be ready for immediate post disaster response.

PROJECT MANAGEMENT MEETINGS

Effective communication is vital to the success of all recovery projects. To ensure that all personnel involved in monitoring the debris removal operation are kept up to date, **the following meetings and communications are conducted:**

Daily Communication and Safety Meetings: Prior to the start of operations each morning, all monitors are required to sign in at a predetermined location. Meetings are held in each zone and are headed up by the Field Supervisors. At these meetings, ongoing training is conducted, changes in FEMA guidance are reviewed, safety issues are addressed, and any pertinent information is exchanged. The Field Operations Manager will generally attend daily meetings.

Periodic Client Meetings: We recommend meeting with Franklin County on a regular basis, to exchange relevant project information and progress. True North will provide detailed Daily Operations Reports to the Debris Manager. Typically, regular client meetings will be held daily, or multiple times, as desired by the County. Our periodic meetings offer another opportunity to meet with staff on operational matters.

Coordination Meetings with Contractors: True North will initiate meetings with the debris removal contractor to help expedite the work and to discuss any issues that may arise during the week. Franklin County personnel will be made aware of the time and place of these meetings and invited to join. It is important that the monitor and contractor coordinate with each other to ensure a successful project. In conjunction with these meetings, our staff will coordinate with Franklin County personnel as needed on any issues that may arise in the field.

BREAKDOWN UPON ISSUANCE OF ACTIVATION FOR DISASTER

Upon activation, True North will make contact with the Project Point(s) of Contact to determine any known magnitudes of debris caused by the event, impacted areas, and identify any known special issues that have arisen as a result of the disaster. This will allow us to immediately initiate the development of a Project Action Plan as well as initiate a Quality Assurance/Quality Control program to ensure contract compliance and maintenance of performance goals and standards. We will coordinate with local, state, and federal staff, as available, to conduct an initial assessment of the damage and debris caused by the disaster, develop an estimate of the size of the debris project, and outline what resources will be required to effectively manage the debris removal operations. This task can be typically completed within 24-48 hours of activation.

Immediately upon receipt of Notice to Proceed (Within 24 hours)

- Contractor Staff would report to Franklin County's EOC if requested.
- Project Initiation & Damage Assessment.
- Develop a Project Action Plan.
- Coordinate with local, state, and federal agencies, when available, to conduct an initial assessment of the damage and debris generated by the disaster, develop an initial quantity estimate of the debris, and determine what resources will be required to effectively manage the debris removal and disposal operations.
- Provide Operations Managers/Field Supervisors, Data Managers, and an initial set of debris monitors to handle the initial 70-Hour debris clearance work.



True North Field Supervisors leading the daily communication and safety meeting with monitors in Palm Coast, Florida

Debris Emergency Clearance Coordination & Monitoring (First 70 hours of debris clearance work)

- Work with project POC to confirm and prioritize roads, critical facilities, and areas for initial debris clearance.
- Document the Time and Materials Contract Work (Labor and/or Equipment).
- Track any other contracted services that could be reimbursed under the FEMA PA grant program.
- Collect data from the field, analyze the data, scan the data, and enter it into the appropriate project database.

24 – 48 hours following receipt of Notice to Proceed

- Begin truck/trailer/equipment certifications.
- Debris Management Site Establishment & Staffing.
- Setup ADMS database; enter certifications; enter DMS information.
- Initiate the process to recruit, screen, and train additional locally-hired monitoring/clerical staff, as needed.
- Initiate Health and Safety Awareness and Compliance program.

48 – 96 hours following receipt of Notice to Proceed

- Begin Monitoring ROW Debris Removal Operations.
- Provide project reports at an agreed-upon interval, e.g. Daily at 7 AM.
- Work with project POC(s) to identify additional potential Debris Management Sites (DMS).
- Document conditions of identified sites and assist with securing required debris processing permits.
- Coordinate set up of DMS locations with collection/hauling contractors.

Contractor Invoice Reconciliation - 3 - 5 days after receiving invoices

- Review contractor invoices for comparison with governing contract T&M and Unit Prices.
- Review contractor invoices for accuracy against True North's independently maintained database.
- Provide client reports on any discrepancies and recommendation for payments to the contractor.

Final Pass Completion - Last weeks of debris collection operations

- Assist project POC in developing and publishing public announcements regarding final pass schedules.
- Deploy Field Supervisors to confirm clearance of all public Rights of Way (ROW).
- Provide GIS data/maps of any remaining eligible debris that needs to be removed and disposed of.
- Provide written confirmation of completion of debris removal operations.

Haul Out of Mulch and Processed Debris - Last 2 - 3 weeks of project

- Monitor and document the removal of all reduced debris from the DMS.
- Monitor and document the final disposition of all reduced and processed debris.

Closure of Debris Management Sites - After all debris is cleared from the site

- Confirm and document removal of all debris, towers, equipment, and materials.
- Document site restoration/remediation, work, costs, and completion.
- Confirm compliance with all local, state, and federal permitting requirements.

FEMA Public Assistance Grant Claims Report - From beginning to end of project

- Work with the client's staff, the State, and FEMA to ensure that all eligible costs for debris removal are appropriately documented and submitted for reimbursement.
- Advise client on the current FEMA Public Assistance Procedures and ensure that all operations, invoicing, and billing are consistent with the current program.

True North has the proven ability to deliver projects on time, within budget and in compliance with the requirements of the funding source. We will work with Franklin County to ensure all necessary steps are taken to ensure all eligible funding opportunities are maximized.

EQUIPMENT

True North is fully equipped and prepared to respond to disasters with efficiency and expertise. Our comprehensive inventory of disaster debris monitoring equipment is designed to ensure rapid mobilization and effective on-site operations within 24 hours of a disaster event.

True North maintains two equipment storage facilities. One is in Arlington, TX, and the other is in Crawfordville, FL.

Equipment Inventory

Monitor Units: We have a fleet of **500 Monitor Units** that are strategically designed for quick deployment. These units are equipped with industry-leading ADMS, which helps accurately collect data in the field.

Tower Units: With over 50 **Tower Units** that are strategically staged for rapid deployment, we can quickly stand up multiple DMS sites.

Certification Tablets: To support the equipment certification process, we have 20 **Certification Tablets** that we use to seamlessly input our equipment certifications into our ADMS to ensure that the contractor can quickly get to work helping clean up your community after a disaster.

Mobilization and Readiness

True North's operational protocol ensures that all equipment is maintained in a state of constant readiness. Our logistics team conducts regular checks and drills to guarantee that we can mobilize our resources at a moment's notice. Upon activation, our dedicated deployment team will transport the necessary equipment to the disaster site, ensuring that our field teams are equipped and ready to commence operations without delay.

The geographic advantage of having multiple offices located in Texas, but outside and adjacent to the affected area of a storm impact allows for a more focused event response. Our continuity of operations will help to ensure a rapid response from key staff but also gives us the logistical advantage of having resources and support staff located in an unimpacted or less affected area. This will allow our focus to be concentrated on the response and recovery of Franklin County.

Following a disaster, lodging and supplies are limited or totally unavailable. As we have done in the past, True North is prepared to provide supplies and equipment for key personnel including food, water, and lodging, as well as communications, transportation, computer, and generator equipment. During all phases of mobilization and operations, we will provide adequate personnel supplies and equipment including radios, vehicles, cell phones, GPS units, e-ticket units, digital cameras, and safety equipment.

We understand the critical nature of post-disaster recovery efforts and are committed to providing the most reliable and efficient debris monitoring services to assist in the swift restoration of affected areas.



SAFETY FIRST | SAFETY ALWAYS



Director of Safety & Health Matt Stevenson, SMS, CSMC, travels to the firm's many offices and conducts safety training.

True North Emergency Management and its parent company, Neel-Schaffer, Inc., are committed to the ongoing development of a strong safety culture for all employees and clients, and the communities in which we serve.

The commitment and responsibility for the health, safety and culture of our employees starts at the top of our organization with our executive leadership, and extends through every level of supervision, to each employee, including our debris operations team of supervisors and monitors.

This safety culture permeates True North, from our emergency

TRAINING PROVIDED FOR TRUE NORTH PERSONNEL IN ACCORDANCE WITH THE FEMA DEBRIS MONITORING GUIDE

1. Defensive and Distracted Driving
2. Personal Protective Equipment
3. Incident and Injury Response Procedures

response activations to our daily preparations. **Matt Stevenson**, SMS, CSMC, our Director of Safety & Health, provides ongoing training so that True North employees are prepared well in advance of storm events. This is vital, because when an emergency occurs, we often have just hours to activate and be on the scene. Time is of the essence as we mobilize to assist our clients and hire on-site debris supervisors and monitors, so it is imperative that our managers stay compliant with FEMA guidelines and Neel-Schaffer safety and health policies and procedures.

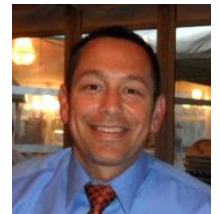
POINT OF CONTACT

Matt Stevenson, SMS, CSMC
Director of Safety & Health
matt.stevenson@neel-schaffer.com
Phone: 225.614.2804



We complete safety and health orientations for all debris supervisors and monitors. We provide debris-site risk assessments and activity hazard analysis, and we develop and implement site-specific safety management plans.

Our corporate safety and health program is also reviewed and updated regularly. Matt develops and oversees the safety programs that are presented to True North personnel throughout the year. Matt or **Chris Brock**, our Emergency Management Professional (who is also a licensed EMT), activate to the incident site, provide triage, complete root cause investigations, and provide corrective action training.



Chris Brock

At True North and Neel-Schaffer we believe **"Everyone plays a part in safety."**

Everyone is empowered and encouraged to report unsafe behaviors and conditions and provide suggestions to improve the well-being of our team.

At the end of each day and each mobilization, the future of our business is our people and clients who we are committed to protecting. By working together, we continue to maintain our strong safety culture while providing critical assistance to the clients and communities we serve.



True North personnel hold a pre-dawn, on-site 'huddle' each day to discuss monitoring duties. Safety plans are part of each discussion.

TRAINING FOR ALL PERSONNEL

All debris monitors and staff, as requested, will attend a training program designed by our debris management specialists before beginning work. The True North training program ensures that all staff are knowledgeable of FEMA protocol, requirements, and where possible or required by FEMA on rules and/or regulations and will involve personnel from either or both of these agencies.

Our experienced disaster response team provides training in a classroom setting followed by field training that is designed to verify experience and knowledge of work assignments. All disposal site monitors, collection monitors, and project coordinators are required to attend a training program that includes identification of eligible debris, proper documentation, communication protocols, and safety requirements.

All field personnel are required to have good communication skills to work effectively with other project personnel and for efficient interactions with the public.

True North has a thorough training program both for new employees and to keep all disaster recovery personnel up to date with the latest FEMA policies and industry standards. We have frequent mandatory training on safety, operational, and regulatory issues.

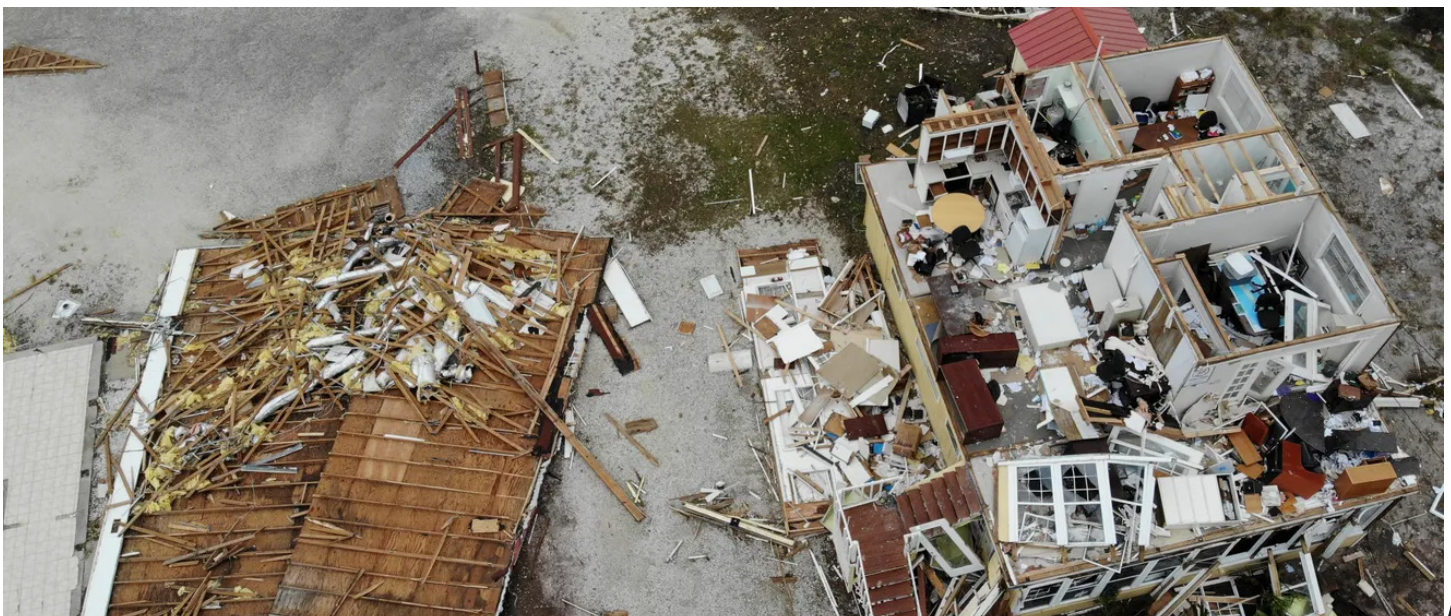
True North has more than 20 supervisors and leaders with PA and debris management experience directly for FEMA and the USACE. Our accountability is measured by our high standard of performance and is constantly monitored to ensure we are up to date and well versed in the latest regulations, policies and information bulletins.

After satisfactory completion of the training, the debris monitors will receive a certificate and a company ID.



DEBRIS MONITOR TRAINING GUIDE

817.548.0696
817.265.8532
2501 Avenue J, Suite 120
Arlington, TX 76006
www.TrueNorthEM.com



TAB F

Licenses



CERTIFICATE OF AUTHORITY TO OPERATE IN THE STATE OF FLORIDA

State of Florida

Department of State

I certify from the records of this office that TRUE NORTH EMERGENCY MANAGEMENT, LLC is a Texas limited liability company authorized to transact business in the State of Florida, qualified on October 4, 2010.


The document number of this limited liability company is M10000004356.

I further certify that said limited liability company has paid all fees due this office through December 31, 2024, that its most recent annual report was filed on February 20, 2024, and that its status is active.

I further certify that said limited liability company has not filed a Certificate of Withdrawal.

*Given under my hand and the
Great Seal of the State of Florida
at Tallahassee, the Capital, this
the Fifteenth day of April, 2024*




Secretary of State

Tracking Number: 0749337129CU


To authenticate this certificate, visit the following site, enter this number, and then follow the instructions displayed.

<https://services.sunbiz.org/Filings/CertificateOfStatus/CertificateAuthentication>

SAM REGISTRY

7F8K7		Search >
Business Name	Status	
Select	TRUE NORTH EMERGENCY MANAGEMENT, LLC UEI GL9VLT5VIHJ4 · CAGE 7F8K7	
	Active	

FLORIDA DEPARTMENT OF PROFESSIONAL REGULATIONS REGISTRY – NEEL-SCHAFFER, INC.



Department of Business
& Professional Regulation

[HOME](#)
[CONTACT US](#)
[MY ACCOUNT](#)

ONLINE SERVICES

- [Apply for a License](#)
- [Verify a Licensee](#)
- [View Food & Lodging Inspections](#)
- [File a Complaint](#)
- [Continuing Education Course Search](#)
- [View Application Status](#)
- [Find Exam Information](#)
- [Unlicensed Activity Search](#)
- [AB&T Delinquent Invoice & Activity List Search](#)

LICENSEE DETAILS

3:42:10 PM 7/31/2024

Licensee Information

Name:	NEEL-SCHAFFER, INC. (Primary Name)
Main Address:	2301 LUCIEN WAY SUITE 300 MAITLAND Florida 32751
County:	ORANGE
License Mailing:	2301 LUCIEN WAY SUITE 300 MAITLAND FL 32751
County:	ORANGE
License Location:	4450 OLD CANTON ROAD SUITE 1100 JACKSON MS 39211
County:	OUT OF STATE

License Information

License Type:	Engineering Business Registry
Rank:	Registry
License Number:	8556
Status:	Current
Licensure Date:	05/26/2000
Expires:	

LICENSEE DETAILS

3:47:45 PM 7/31/2024

Licensee Information

Name:	TUCKER, DERRICK PAUL (Primary Name)
Main Address:	1004 WILTSHIRE DRIVE CARROLLTON Texas 75007
County:	OUT OF STATE

License Information

License Type:	Professional Engineer
Rank:	Prof Engineer
License Number:	81810
Status:	Current,Active
Licensure Date:	10/13/2016
Expires:	02/28/2025

Special Qualifications

Qualification Effective

Civil	10/13/2016
-------	------------

TAB G

Insurance



PROOF OF INSURANCE

Client#: 237813

NEELINC

ACORD™

CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

3/31/2023

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).


PRODUCER Edgewood Partners Ins. Center 3780 Mansell Rd. Suite 370 Alpharetta, GA 30022		CONTACT NAME: Sharon Brubaker PHONE (A/C, No, Ext): 770.756.6599 FAX (A/C, No): E-MAIL ADDRESS: greylingcerts@greyling.com	
		INSURER(S) AFFORDING COVERAGE	NAIC #
		INSURER A : National Union Fire Ins Co of Pittsburgh	19445
		INSURER B : The Continental Insurance Company	35289
		INSURER C : Everest National Insurance Company	10120
		INSURER D :	
		INSURER E :	
		INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:			GL6360655	04/01/2023	08/01/2023	EACH OCCURRENCE \$2,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$500,000 MED EXP (Any one person) \$25,000 PERSONAL & ADV INJURY \$2,000,000 GENERAL AGGREGATE \$4,000,000 PRODUCTS - COMP/OP AGG \$4,000,000
A	AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS ONLY			CA5774685	04/01/2023	08/01/2023	COMBINED SINGLE LIMIT (Ea accident) \$2,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input checked="" type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$10,000			7036845375	04/01/2023	08/01/2024	EACH OCCURRENCE \$5,000,000 AGGREGATE \$5,000,000
A	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input type="checkbox"/> Y <input checked="" type="checkbox"/> N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		N/A	WC013265767 (AOS)	11/15/2022	08/01/2023	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTHER E.L. EACH ACCIDENT \$1,000,000
A				WC013265768 (CA)	11/15/2022	08/01/2023	E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000
C	Professional Liab incl. Pollution			AAEP000499221	11/15/2022	08/01/2023	Per Claim \$5,000,000 Per Claim \$5,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER Sample Certificate	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE 
---	---

© 1988-2015 ACORD CORPORATION. All rights reserved.

ACORD 25 (2016/03) 1 of 1 The ACORD name and logo are registered marks of ACORD
 #S5439665/M5438584

SBR08

TAB H

Required Documents



HOURLY RATE SCHEDULE

NAME OF BUSINESS: True North

CONTACT PERSON: Derrick Tucker

EMAIL ADDRESS: derrick.tucker@neel-schaffer.com

AUTHORIZED SIGNATURE: 

The hourly rates shall include all costs including applicable overhead and profit, lodging, meals, transportation, rentals, safety gear, telephone costs, cameras, GPS devices and other incidentals.

	JOB DESCRIPTION	HOURLY RATES*	HOURS**	TOTAL
1.	Project Manager	\$ 75.00	70	\$ 5250.00
2.	Data Manager	\$ 55.00	70	\$ 3850.00
3.	Cost Recovery Specialist	\$ 49.00	4	\$ 196.00
4.	Field Supervisors	\$ 49.00	70	\$ 3430.00
5.	Fixed Site Monitors	\$ 34 -	140	\$ 4760.00
6.	Environmental Specialist	\$ 49.00	2	\$ 98.00
7.	GIS Specialist	\$ 49.00	4	\$ 196.00
8.	Supervising Monitors	\$ 0 -	0	\$ 0 -
9.	Billing/Invoice Analysts	\$ 35.00	21	\$ 735.00
10.	Administrative Assistants	\$ 20.00	55	\$ 1100.00
11.	Field Monitors	\$ 38.00	380	\$ 14,440.00
TOTAL (Items 1-11)				\$ 34,055.00

*Contract hourly rates are inclusive of both straight time and overtime rates. Additional overtime costs above a 1.0 rate will not be paid for contract rates.

**These hours are not intended to represent the actual contract amount but are an estimated representation of a typical work week. The actual contract value will be negotiated with the successful proposing agency prior to issuance of the notice to proceed for each event.

This document must be completed and returned with your Submittal

***Field Supervisor performs these duties



REQUEST FOR PROPOSAL FOR EMERGENCY PLANNING, DISASTER RECOVERY & HAZARD MITIGATION GRANT PROGRAM SERVICES RFP #:

**Information Sheet
For Transactions and Conveyances
Corporate Identification**

The Following information will be provided to the Franklin County Legal Services for incorporation in legal documents. It is; therefore, vital all information is accurate and complete. Please be certain all spelling, capitalization, etc. is exactly as registered with the State and Federal Government.

Is this a Florida Corporation: YES (Circle One) or (NO)

If not a Florida Corporation,
In what State was it created?
Name as spelled in that State.

Texas

True North Emergency Management, LLC

What kind of Corporation is it?

(For Profit)

or

Not for Profit

Is it in good Standing?

(YES)

or

NO

Authorized to transact business in Florida?

(YES)

or

NO

State of Florida, Department of State, Certificate of Authority Document No: M10000004356.

Does it use a registered fictitious name?

YES

or

(NO)

Name of Officers:

President: Nelson Lucius, PE
Vice President: Derrick Tucker, PE
Director: _____
Other: _____

Secretary: Ed Everitt, PE
Treasurer: J. Clark Robinson
Director: _____
Other: _____

Name of Corporation (As used in Florida): True North Emergency Management, LLC

(Spelled exactly as it is registered with the State or Federal Government)

Corporate Address:

Post Office Box: N/A
City, State, Zip: _____
Street Address: 2501 Avenue J, Suite 120
City, State, Zip: Arlington, TX 76006

(Please provide Post Office Box and Street Address for mail and/or express delivery; also, for recorded instruments involving land)

Federal Identification Number: 27-3353823

(For all instruments to be recorded, taxpayer's identification is needed)

Name of Individual who will sign the instrument on behalf of the Company:

Nelson Lucius, PE

(Upon Certification of Award, the President or Vice-President shall sign Contract. Any other officer shall have permission to sign via a resolution approved by the Board of Directors on behalf of the company. The awarded contractor shall submit a copy of the resolution together with the executed contract to the Contact listed in Section 3.1.)

Title of the individual named above who will sign on behalf of the Company:

President



REQUEST FOR PROPOSAL FOR EMERGENCY PLANNING, DISASTER RECOVERY & HAZARD MITIGATION GRANT PROGRAM SERVICES RFP #:

CONTACT FOR CONTRACT ADMINISTRATION

Designate one person authorized to conduct contract Administration.

NAME: Nelson Lucius, PE

TITLE: President

COMPANY NAME: True North Emergency Management, LLC

ADDRESS: 2501 Avenue J, Suite 120

CITY: Arlington

STATE: Texas **ZIP:** 76006

TELEPHONE NUMBER: 817.548.0696

FAX NUMBER: 817.265.8532

EMAIL: nelson.lucius@neel-schaffer.com

SIGNATURE: 

Attachment 'F'

PROPOSER'S CERTIFICATION

I have carefully examined the Request for Proposals, Instructions to Proposers, General and/or Special Conditions, Specifications, RFP Proposal, and any other documents accompanying or made a part of this invitation.

I hereby propose to furnish the goods or services specified in the Request for Proposal at the prices or rates as finally negotiated. I agree that my proposal will remain firm for a period of up to ninety (90) days to allow the Entities adequate time to evaluate the proposal. Furthermore, I agree to abide by all conditions of the proposal.

I certify that all information contained in this RFP is truthful to the best of my knowledge and belief. I further certify that I am a duly authorized to submit this RFP on behalf of the Proposer / Contractor as its act and deed and that the Proposer / Contractor is ready, willing, and able to perform if awarded the contract.


I further certify that this RFP is made without prior understanding, Contract, connection, discussion, or collusion with any person, firm or corporation submitting a RFP for the same product or service; no officer, employee or agent of the Entities Board of Entities Commissioners or of any other proposer interested in said RFP; and that the undersigned executed this Proposer's Certification with full knowledge and understanding of the matters therein contained and was duly authorized to do so.

I further certify that having read and examined the specifications and documents for the designated services and understanding the general conditions for contract under which services will be performed, does hereby propose to furnish all labor, equipment, and material to provide the services set forth in the RFP.

I hereby declare that the following listing states any clarifications, all variations from and exceptions to the requirements of the specifications and documents. The undersigned further declares that the "work" will be performed in strict accordance with such requirements and understands that any exceptions to the requirements of the specifications and documents shall render the proposal non-responsive.

NO EXCEPTIONS ALLOWED AFTER THE RFP IS SUBMITTED:

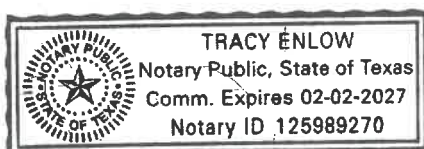
Please check one: ☒ I take NO exceptions. ☐ Exceptions:

True North Emergency Management, LLC	2501 Avenue J, Suite 120
NAME OF BUSINESS	MAILING ADDRESS
	Arlington, TX 76006
AUTHORIZED SIGNATURE	CITY, STATE & ZIP CODE
Nelson Lucius, PE, President	817.548.0696 / 817.265.8532
NAME, TITLE, TYPED	TELEPHONE NUMBER / FAX NUMBER
27-3353823	nelson.lucius@neel-schaffer.com
FEDERAL IDENTIFICATION #	E-MAIL ADDRESS

STATE OF ~~FLORIDA~~ Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me this 1 day of August, 2024 by Nelson Lucius, PE who is personally known to me or who has produced as identification and who did take an oath.

My Commission Expires: 02/02/2027




Notary Public

Name typed, printed or stamped

My Commission Expires: 02/02/2027

Attachment 'F'

ADDENDUM ACKNOWLEDGEMENT

I have carefully examined this Request for Proposal (RFP) which includes scope, requirements for submission, general information and the evaluation and award process.

I acknowledge receipt and incorporation of the following addenda, and the cost, if any, of such revisions has been included in the price of the proposal.

Addendum #	<u>1 Q&A</u>	Date:	<u>N/A</u>	Addendum #	_____	Date:	_____
Addendum #	_____	Date:	_____	Addendum #	_____	Date:	_____


(Authorized Signature)

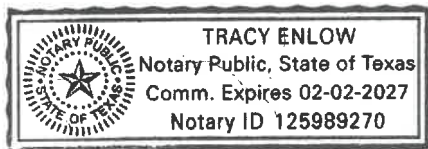
August 1, 2024
(Date)

Nelson Lucius, PE
(Print Name)

STATE OF ~~FLORIDA~~ Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me this 1 day of August, 2024 by Nelson Lucius, PE who is personally known to me or who has produced as identification and who did take an oath.

My Commission Expires: 02/02/2027




Notary Public

Attachment 'F'

**BUSINESS ENTITY AFFIDAVIT
(VENDOR/BIDDER DISCLOSURE)**

I, Nelson Lucius, PE, being first duly sworn
state:

The full legal name and business address of the person(s) or entity contracting or transacting business with
Franklin County, FL ("County") are (Post Office addresses are not acceptable), as follows:

27-3353823

Federal Employer Identification Number (If none, Social Security Number)

True North Emergency Management, LLC

Name of Entity, Individual, Partners or Corporation

<u>2501 Avenue J</u>	<u>120</u>	<u>Arlington</u>	<u>TX</u>	<u>76006</u>
<u>Street Address</u>	<u>Suite</u>	<u>City</u>	<u>State</u>	<u>Zip Code</u>

OWNERSHIP DISCLOSURE AFFIDAVIT

1. If the contact or business transaction is with a corporation, the full legal name and business address shall be provided for each officer and director and each stockholder who holds directly or indirectly five percent (5%) or more of the corporation's stock. If the contract or business transaction is with a trust, the full legal name and address shall be provided for each trustee and each beneficiary. All such names and addresses are (Post Office addresses are not acceptable), as follows:

<u>Full Legal Name</u>	<u>Address</u>	<u>Ownership</u>
<u>Neel-Schaffer, Engineers and Planners, Inc. as the sole member and owner of True North.</u>		<u>%</u>
		<u>%</u>
		<u>%</u>

2. The full legal names and business address of any other individual (other than subcontractors, materialmen, suppliers, laborers, or lenders) who have, or will have, any interest (legal equitable, beneficial or otherwise) in the contract or business transaction with the County are (Post Office addresses are not acceptable), as follows:

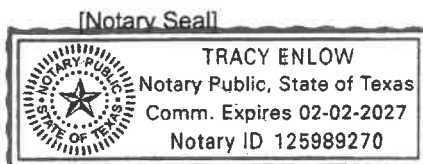
N/A


Signature of Affiant

August 1, 2024
Date

STATE OF Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE, President (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.




Notary Public
Tracy Enlow
Name typed, printed or stamped
My Commission Expires: 02/02/2027

Attachment 'F'

**FRANKLIN COUNTY
DRUG-FREE WORKPLACE COMPLIANCE FORM**

Preference shall be given to businesses with drug-free workplace programs. Whenever two or more bids, which are equal with respect to price, quality, and service, are received by the State or by any political subdivision for the procurement of commodities or contractual services, a bid received from a business that certifies that it has implemented a drug-free workplace program shall be given preference in the award process. Established procedures for processing tie bids will be followed if none of the tied vendors have a drug-free workplace program. In order to have a drug-free workplace program, a business shall:

(The undersigned vendor in accordance with Florida Statute 287.087 hereby certifies that True North Emergency Management, LLC does):
(Name of Business)

1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in Subsection 1.
4. In the statement specified in Subsection 1, notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 1893 or of any controlled substance law of the United States or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

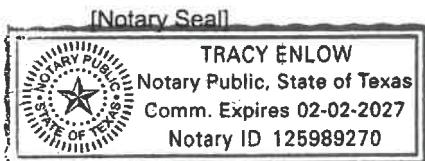
As the person authorized to sign the statement, I certify that this form complies fully with the above requirements.

Vendor's Signature: *Tracy Enlow* Date August 1, 2024

Print or Type Name/Title Nelson Lucius, PE, President

STATE OF Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE, President (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.



Tracy Enlow
Notary Public
Tracy Enlow
Name typed, printed or stamped
My Commission Expires: 02/02/2027

Attachment 'F'

**SWORN STATEMENT PURSUANT TO SECTION 287.133 (3) (a),
FLORIDA STATUTES, ON PUBLIC ENTITY CRIMES**

**THIS FORM MUST BE SIGNED AND SWORN TO IN THE
PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICIAL
AUTHORIZED TO ADMINISTER OATHS**

1. This sworn statement is submitted to FRANKLIN COUNTY, FLORIDA by:

Nelson Lucius, PE, President
(print individual's name and title)
for: True North Emergency Management, LLC
(print name of entity submitting sworn statement)

whose business address is: 2501 Avenue J, Suite 120, Arlington, TX 76006

and (if applicable) its Federal Employer Identification Number (FEIN) is: 27-3353823
*(If the entity has no FEIN, include the Social Security Number of the individual signing this sworn statement:
____ - ____ - ____).*

2. I understand that a "public entity crime" as defined in Paragraph 287.133 (1)(g), Florida Statutes, means a violation of any state or federal law by a person with respect to and directly related to the transaction of business with any public entity or with an agency or political subdivision of any other state or of the United States, including but not limited to, any bid or contract for goods or services to be provided to any public entity or an agency or political subdivision of any other state or of the United States and involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentations.
3. I understand that "convicted" or "conviction" as defined in Paragraph 287.133 (1)(b), Florida Statutes, means a finding of guilt or a conviction of a public entity crime, with or without an adjudication of guilt, in any federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a jury verdict, non-jury trial, or entry of a plea of guilty or non contendere.
4. I understand that an "affiliate" as defined in Paragraph 287.133(1)(a), Florida Statutes, means:
- a.) A predecessor or successor of a person convicted of a public entity crime; or
 - b.) An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.
5. I understand that a "person" as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or entity organized under the laws of any state or of the United States with legal power to enter into a binding contract and which bids or applies to bid on contracts for the provision of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, directors, executives, and partners. Shareholders, employees, members, and agents who are active in management of an entity.
6. Based on information and belief, the statement, which I have marked below, is true in relations to the entity submitting this sworn statement. (Indicate which statement applies).
- ☐ Neither the entity submitting this sworn statement, nor any of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, nor any

affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.

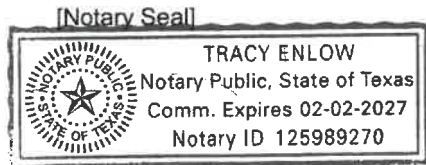
- ☐ The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989.
- ☐ The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime subsequent to July 1, 1989. However, there has been a subsequent proceeding before a Hearing Officer of the State of Florida, Division of Administrative Hearings and the final Order entered by the Hearing Officer determined that it was not in the public interest to place the entity submitting this sworn statement on the convicted vendor list (attach a copy of the final order).

I UNDERSTAND THAT THE SUBMISSION OF THIS FORM TO THE CONTRACTING OFFICER FOR THE PUBLIC ENTITY IDENTIFIED IN PARAGRAPH 1 ABOVE IS FOR THAT PUBLIC ENTITY ONLY AND THAT THIS FORM IS VALID THROUGH DECEMBER 31 OF THE CALENDAR YEAR IN WHICH IT IS FILED. I ALSO UNDERSTAND THAT I AM REQUIRED TO INFORM THE PUBLIC ENTITY PRIOR TO ENTERING INTO A CONTRACT IN EXCESS OF THE THRESHOLD AMOUNT PROVIDED IN SECTION 287.017, FLORIDA STATUTES FOR CATEGORY TWO OF ANY CHANGE IN THE INFORMATION CONTAINED IN THIS FORM.


Signature

STATE OF Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.




Notary Public
Tracy Enlow
Name typed, printed or stamped
My Commission Expires: 02/02/2027

Attachment 'F'

AFFIDAVIT OF NON-COLLUSION AND OF NON-INTEREST OF ENTITY'S EMPLOYEES

Nelson Lucius, PE President, * being first duly sworn, deposes and says that he/she is the Offeror in the above proposal, that the only person or persons interested in said proposal are named therein; that no officer, employee or agent of the Entities Board of Entities Commissioners or of any other Offeror is interested in said proposal; and that affiant makes the above proposal with no past or present collusion with any other person, firm or corporation.

Nelson Lucius

Authorized Signature

August 1, 2024

Date

Nelson Lucius, PE

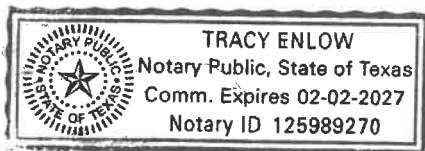
(Print Name

STATE OF ~~FLORIDA~~ Texas

COUNTY OF Tarrant

The foregoing instrument was acknowledged before me this 1 day of August, 2024 by Nelson Lucius, PE, who is personally known to me or who has produced as identification and who did take an oath.

My Commission Expires: 02/02/2024



Tracy Enlow
Notary Public

*NOTICE: State name of Offeror followed by name of authorized individual (and title) that is signing as Affiant. If Offeror is an individual, state name of Offeror only.

Attachment 'F'

**AMERICANS WITH DISABILITIES ACT (ADA)
DISABILITY NONDISCRIMINATION STATEMENT**

**THIS FORM MUST BE SIGNED AND SWORN TO IN THE
PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICIAL
AUTHORIZED TO ADMINISTER OATHS**

This sworn statement is submitted to FRANKLIN COUNTY, FLORIDA by:

Nelson Lucius, PE, President

(print individual's name and title)

for: True North Emergency Management, LLC

(print name of entity submitting sworn statement)

whose business address is: 2501 Avenue J, Suite 120

and (if applicable) its Federal Employer Identification Number (FEIN) is: 27-3353823

(If the entity has no FEIN, include Social Security Number of the individual signing this sworn statement:

____ - ____ - ____.)

I, being duly first sworn state:

That the above named firm, corporation or organization is in compliance with and agreed to continue to comply with, and assure that any subcontractor, or third party contractor under this project complies with all applicable requirements of the laws listed below including, but not limited to, those provision pertaining to employment, provision of programs and services, transportation, communications, access to facilities, renovations, and new construction.

The Americans with Disabilities Act of 1990 (ADA), Pub. L. 101-336, 104 Stat327,42USC1210112213 and 47 USC Sections 225 and 661 including Title I, Employment; Title II, Public Services; Title III, Public Accommodations and Services Operated by Private entities; Title IV, Telecommunications; and Title V, Miscellaneous Provisions.

The Florida Americans with Disabilities Accessibility Implementation Act of 1993, Section 553.501-553.513, Florida Statutes:

The Rehabilitation Act of 1973, 229 USC Section 794;

The Federal Transit Act, as amended 49 USC Section 1612;

The Fair Housing Act as amended 42USC Section 3601-3631.

Nelson Lucius

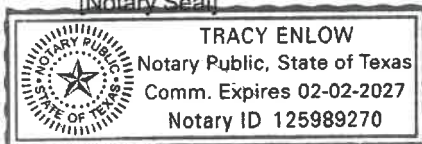
Signature

STATE OF Texas

COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024(date) by Nelson Lucius, PE (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.

[Notary Seal]



Tracy Enlow
Notary Public
Tracy Enlow

Name typed, printed or stamped

My Commission Expires: 02/02/2027

Attachment 'F'

NO LOBBYING AFFIDAVIT

STATE OF ~~FLORIDA~~ Texas
COUNTY OF Tarrant

This 1 day of August 20 24,
Nelson Lucius, PE

being first duly sworn, deposes and says that he/she is the authorized representative of _____

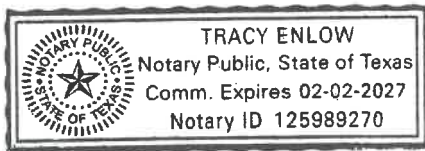
True North Emergency Management, LLC (Name of contractor, firm or individual), maker of the attached submittal made in response to a request for bid, proposals, qualifications and/or any other solicitation released by Franklin County, FL, and swears that the bidder and any of its agents agrees to abide by the County's no lobbying restrictions in regard to this solicitation.


Affiant

Nelson Lucius, PE, President
Print / Type Name & Title

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE President (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.

My commission expires: 02/02/2027




Notary Signature

VENDOR CERTIFICATION REGARDING SCRUTINIZED COMPANIES LISTS

Respondent Vendor Name: True North Emergency Management, LLC
 Vendor FEIN: 27-3353823
 Vendor's Authorized Representative Name and Title: Nelson Lucius, PE
 Address: 2501 Avenue J, Suite 120
 City: Arlington State: Texas Zip: 76006
 Phone Number: 817.548.0696
 Email Address: nelson.lucius@neel-schaffer.com

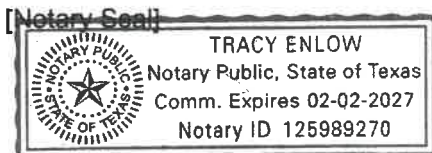
Section 287.135, Florida Statutes, prohibits agencies from contracting with companies for goods or services of \$1,000,000 or more, that are on either the Scrutinized Companies with Activities in Sudan List, the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector Lists which are created pursuant to s. 215.473, F.S., or the Scrutinized Companies that Boycott Israel List, created pursuant to s. 215.4725, F.S., or companies that are engaged in a boycott of Israel.

As the person authorized to sign on behalf of Respondent, I hereby certify that the company identified above in the section entitled "Respondent Vendor Name" is not listed on either the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, or the Scrutinized Companies that Boycott Israel List. I further certify that the company is not engaged in a boycott of Israel. I understand that pursuant to section 287.135, Florida Statutes, the submission of a false certification may subject company to civil penalties, attorney's fees, and/or costs.

Certified By: Nelson Lucius, PE
 who is authorized to sign on behalf of the above referenced company.
 Authorized Signature Print Name and Title: Nelson Lucius, PE, President
 Date: August 1, 2024

STATE OF Texas
 COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE President (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.



Tracy Enlow
 Notary Public
 Tracy Enlow
 Name typed, printed or stamped
 My Commission Expires: 02/02/2027

CERTIFICATION FOR CONTRACTS, GRANTS, LOANS, AND COOPERATIVE AGREEMENTS
(for agreements exceeding \$100,000)

The undersigned certifies, to the best of his or her knowledge, that:

1. No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
2. If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form- LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
3. The undersigned shall require that the language of this certification be included in the award documents for all sub awards at all tiers (including subcontracts, sub grants, and contracts under grants, loans, and cooperative agreements) and that all sub recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by 31, U.S.C. § 1352 (as amended by the Lobbying Disclosure Act of 1995). Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

The undersigned Contractor hereby certifies and attests to the accuracy of each statement of its certification and disclosure, if any. In addition, the Contractor understands and agrees that the provisions of 31 U.S.C. § 3801 *et seq.*, apply to this certification and disclosure, if any.


AFFIANT

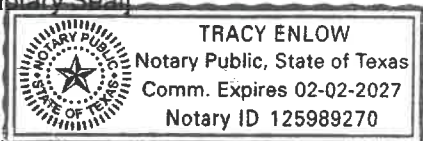
Nelson Lucius, PE, President
Typed Name of AFFIANT / AFFIANT Title


August 1, 2024
Date

STATE OF Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE (name of officer or agent, title of officer or agent) of Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.

[Notary Seal]




Notary Public
Tracy Enlow

Name typed, printed or stamped
My Commission Expires: 02/02/2027

E-VERIFY COMPLIANCE FORM

Definitions:

"Contractor" means a person or entity that has entered or is attempting to enter into a contract with a public employer to provide labor, supplies, or services to such employer in exchange for salary, wages, or other remuneration.

"Subcontractor" means a person or entity that provides labor, supplies, or services to or for a contractor or another subcontractor in exchange for salary, wages, or other remuneration.

Effective January 1, 2021, public and private employers, contractors and subcontractors will begin required registration with, and use of the E-verify system in order to verify the work authorization status of all newly hired employees. Vendor/Consultant/Contractor acknowledges and agrees to utilize the U.S. Department of Homeland Security's E-Verify System to verify the employment eligibility of:

- a) All persons employed by Vendor/Consultant/Contractor to perform employment duties within Florida during the term of the contract; and
- b) All persons (including subvendors/subconsultants/subcontractors) assigned by Vendor/Consultant/Contractor to perform work pursuant to the contract with the Department. The Vendor/Consultant/Contractor acknowledges and agrees that use of the U.S. Department of Homeland Security's E-Verify System during the term of the contract is a condition of the contract with the Franklin County, Florida; and
- c) Should vendor become successful Contractor awarded for the above-named project, by entering into this Contract, the Contractor becomes obligated to comply with the provisions of Section 448.095, Fla. Stat., "Employment Eligibility," as amended from time to time. This includes but is not limited to utilization of the E-Verify System to verify the work authorization status of all newly hired employees, and requiring all subcontractors to provide an affidavit attesting that the subcontractor does not employ, contract with, or subcontract with, an unauthorized alien. The contractor shall maintain a copy of such affidavit for the duration of the contract. Failure to comply will lead to termination of this Contract, or if a subcontractor knowingly violates the statute, the subcontract must be terminated immediately. Any challenge to termination under this provision must be filed in the Circuit Court no later than 20 calendar days after the date of termination. If this contract is terminated for a violation of the statute by the Contractor, the Contractor may not be awarded a public contract for a period of 1 year after the date of termination.

Company Name: True North Emergency Management, LLC

Authorized Signature: 

Print Name: Nelson Lucius, PE

Title: President

Date: August 1, 2024

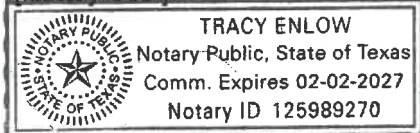
Phone: 817.548.0696

Email: nelson.lucius@neel-schaffer.com

STATE OF Texas
COUNTY OF Tarrant

The foregoing instrument was acknowledged before me by means of ☒ physical presence or ☐ online notarization, this 08/01/2024 (date) by Nelson Lucius, PE (name of officer or agent, title of officer or agent) of True North Emergency Management, LLC (name of corporation acknowledging), a Texas (state or place of incorporation) corporation, on behalf of the corporation. He/she is personally known to me or has produced _____ (type of identification) as identification.

[Notary Seal]




Notary Public
Tracy Enlow

Name typed, printed or stamped

My Commission Expires: 02/02/2027

Attachment 'F'

PROFESSIONAL REFERENCES

Please provide three (3) current and correct references from clients for similar services.

1	Company Name:	Florida Division of Emergency Management / FL Dept of Environmental Protection
	Contact Person:	Eric Knapp (CDR-M Prime)
	City, State:	Florida
	Telephone Number:	208.899.9422
	Email Address:	eric.knapp@cdrmaguire.com
	Description of goods or services provided:	ROW Debris Monitoring Hazardous Trees - PPDR - Vessels-Sand-E-waste white goods - HHW
	Contract Amount:	\$4,400,000
	Contract Dates:	2022-23 Hurricane Ian

2	Company Name:	City of Fairhope
	Contact Person:	Richard Johnson
	City, State:	Fairhope, AL
	Telephone Number:	251.929.0360
	Email Address:	richard.johnson@fairhopeal.gov
	Description of goods or services provided:	ROW Debris Monitoring - Hazardous Tree Removal Monitoring - FEMA PA
	Contract Amount:	\$1,274,903.07
	Contract Dates:	2020 Hurricane Sally

3	Company Name:	Lafayette (LA) Consolidated Government
	Contact Person:	Carrie Sattler
	City, State:	Lafayette, LA
	Telephone Number:	337.349.7557
	Email Address:	csattler@lafayettela.gov
	Description of goods or services provided:	Disaster Debris Monitoring: Damage Assessments to Project Close Out
	Contract Amount:	\$900,000 and \$75,000
	Contract Dates:	2020 - 2024

MWBE PARTICIPATION STATEMENT

Note: The Contractor is required to complete the following information and submit this form with the proposal. Project Description: Disaster Debris Monitoring Services - RFP-EM2024-001


Contractor Name: True North Emergency Management, LLC

This Contractor (is) (is not X) a certified small or Minority or Woman Owned Business Enterprise (MWBE) per 44 C.F.R. § 13.36 (e).

Expected percentage of contract fees to be subcontracted to MWBE(s): -0- %

If the intention is to subcontract a portion of the contract fees to MWBE(s), the proposed MWBE sub-Contractors are as follows:

DBE Sub-Contractor	Type of Work/Commodity
<u>*N/A</u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>
<u></u>	<u></u>


(Authorized Signature)

August 1, 2024
(Date)

Nelson Lucius, PE
(Print Name)

*If during execution of the work, True North encounters a task or opportunity to engage a MWBE/DBE subcontractor, we will take steps to encourage participation.