

CONTRACT FOR PROFESSIONAL CONSULTING SERVICES

This Contract is made on _____, by and between the City of Pompano Beach, a municipal corporation of the State of Florida, hereinafter referred to as “CITY,” and Stantec Consulting Services Inc., an Illinois corporation authorized to do business in the State of Florida, hereinafter referred to as the “Consultant”.

WHEREAS, the Consultant is able and prepared to provide such services as City requires under the terms and conditions set forth herein; and

WHEREAS, the City Commission has approved the recommendation that Consultant be employed by the City and authorized the negotiation of contractual terms.

NOW, THEREFORE, in consideration of the mutual promises herein, the City and the Consultant agree as follows:

ARTICLE 1 – SERVICES/CONSULTANT AND CITY REPRESENTATIVES

The Consultant’s responsibility under this Contract is to provide professional consulting services as more specifically set forth in RLI No. 25-072 attached hereto as Exhibit “A” and incorporated herein in its entirety.

The Consultant’s representative shall be Neil Johnson, PG,

The CITY’s representative shall be City Engineer or designee,

ARTICLE 2 – TERM

The CONSULTANT shall adhere to the schedule given in each work authorization after receiving the “Notice to Proceed.”

Reports and other items shall be delivered or completed in accordance with the detailed schedule set forth in individual Work Authorizations as negotiated.

The Term of this Contract shall be for an initial period of five (5) years from the date of execution by both the City and the Consultant.

ARTICLE 3 – PAYMENTS TO CONSULTANT

A. City agrees to pay Consultant in consideration for its services described herein. It is the intention of the parties hereby to ensure that unless otherwise directed by the City in writing, Consultant will continue to provide services as specified in Exhibit “A” for the term of this Contract.

B. Price Formula. City agrees to pay Consultant as negotiated on a Work Authorization basis. Each work authorization shall specifically identify the scope of the work to be performed and the fees for said services. As set forth in RLI No. 25-072, professional services under this contract will be restricted to the amounts required by §287.055, Florida Statutes.

C. Fee Determination. Each individual Work Authorization may be negotiated for fees to be earned by Time and Materials with a Not to Exceed Amount, Lump Sum, or a combination of both methods for subtasks contained therein. The total amount to be paid by the City under a Work Authorization shall not exceed specified amounts for all services and materials including “out of pocket” expenses as specified in Paragraph E below and also including any approved subcontracts unless otherwise agreed in writing by both parties. The Consultant shall notify the City’s Representative in writing when ninety (90%) of the “not to exceed amount” for the total Work Authorization has been reached. The Consultant will bill the City on a monthly basis, or as otherwise provided. Time and Materials billing will be made at the amounts set forth in Exhibit “B” for services rendered toward the completion of the Scope of Work. Where incremental billings for partially completed items are permitted, the total billings shall not exceed the estimated percentage of completion as of the billing date. It is acknowledged and agreed to by the Consultant that the dollar limitation set forth in this section is a limitation upon and describes the maximum extent of City’s obligation to pay Consultant, but does not include a limitation upon Consultant’s duty to perform all services set forth in Exhibit “A” for the total compensation in the amount or less than the guaranteed maximum stated above.

D. Invoices received by the City from the Consultant pursuant to this Contract will be reviewed and approved in writing by the City’s Representative, indicating that services have been rendered in conformity with the Contract, and then will be sent to the City’s Finance Department for payment. All invoices shall contain a detailed breakdown of the services provided for which payment is being requested. In addition to detailed invoices, upon request of the City’s representative, Consultant shall provide City with detailed periodic Status Reports on the project. All invoice payments by City shall be made after the Work has been verified and completed. Unless disputed by City as provided herein, upon City’s receipt of a Proper Invoice as defined in §218.72, Florida Statutes, as amended, City shall forward Consultant payment for work performed within forty-five (45) days for all goods and services provided.

City may temporarily remove for review any disputed amount, by line item, from an invoice and shall timely provide Consultant written notification of any such disputed charge. Consultant shall provide clarification and a satisfactory explanation to City, along with revised copies of all such documents if inaccuracies or errors are discovered, within ten (10) days of receipt of City’s notice of the disputed amount.

In the event City has a claim against Consultant for Work performed hereunder which has not been timely remedied in accordance with the provisions of this Article 3, City may withhold payment for the contested amount, in whole or in part, to protect itself from loss on account of defective Work, claims filed or reasonable evidence indicating probable filing of claims by other parties against Consultant, and/or Consultant’s failure to make proper payments to subcontractors or vendors for material or labor. When the reason(s) for withholding payment are removed or resolved in a manner satisfactory to City, payment shall be made.

E. “Out-of-pocket” expenses shall be reimbursed up to an amount not to exceed amounts included in each Work Authorization. All requests for payment of “out-of-pocket” expenses eligible for reimbursement under the terms of this Contract shall include copies of paid receipts, invoices, or other documentation acceptable to the City’s Representative and to the Finance Department. Such documentation shall be sufficient to establish that the expense was actually incurred and necessary in the performance of the Scope of Work described in a Work Authorization and this Contract. All out-of- pocket, reimbursables and expenses shall be billed at actual amount paid by Consultant, with no markup.

F. Final Invoice. In order for both parties herein to close their books and records, the Consultant will clearly state “Final Invoice” on the Consultant’s final/last billing to the City. This final invoice shall also certify that all services provided by Consultant have been properly performed and all charges and costs have been invoiced to the City. Because this account will thereupon be closed, any and other further charges not properly included on this final invoice are waived by the Consultant.

ARTICLE 4 – CONTRACT DOCUMENTS

This Agreement consists of the Solicitation set forth in Exhibit “A”, the Consultant’s Response set forth in Exhibit “B” (collectively, the “Work”) and, the Insurance Requirements set forth in Exhibit “C,” all of which are attached and made a part of this Agreement. It is further agreed that no modification, amendment or alteration in the terms or conditions contained herein shall be effective unless contained in a written document executed with the same formality and off equal dignity herewith. None of the provisions, terms and conditions contained in this Contract may be added to, modified, superseded or otherwise altered, except by written instrument executed by the parties hereto in accordance with Article 26 – Modification of Work. In the event of any conflict or inconsistency between this Agreement and the provisions in the incorporated Exhibits, resolution shall be attained by giving precedence in the following order: (i) this Agreement, (ii) Exhibit “A”, and (iii) Exhibit “C”.

ARTICLE 5 – TRUTH-IN-NEGOTIATION CERTIFICATE

Signature of this Contract by the Consultant shall also act as the execution of a truth in negotiation certificate, certifying that the wage rates, overhead charges, and other costs used to determine the compensation provided for this Contract are accurate, complete and current as of the date of the Contract and no higher than those charged the Consultant’s most favored customer for the same or substantially similar service. Should the City determine that said rates and costs were significantly increased due to incomplete, non-current or inaccurate representation, then said rates shall be adjusted accordingly.

ARTICLE 6 – TERMINATION

City shall have the right to terminate this Contract, in whole or in part, for convenience, cause, default or negligence on Consultant's part, upon ten (10) business days advance written notice to Consultant. Such Notice of Termination may include City's proposed Transition Plan and timeline for terminating the Work, requests for certain Work product documents and materials, and other provisions regarding winding down concerns and activities.

If there is any material breach or default in Consultant's performance of any covenant or obligation hereunder which has not been remedied within ten (10) business days after City's written Notice of Termination, City, in its sole discretion, may terminate this Contract immediately and Consultant shall not be entitled to receive further payment for services rendered from the effective date of the Notice of Termination.

In the event of termination, City shall compensate Consultant for all authorized Work satisfactorily performed through the termination date under the payment terms set forth in Article 3 above and all Work product documents and materials shall be delivered to City within ten (10) business days from the Notice of Termination. If any Work hereunder is in progress but not completed as of the date of the termination, then upon City's written approval, this Contract may be extended until said Work is completed and accepted by City.

This Contract may be cancelled by the Consultant, upon thirty (30) days prior written notice to the City's Representative, in the event of substantial failure by the City to perform in accordance with the terms of this Contract through no fault of the Consultant.

ARTICLE 7 – PERSONNEL

The Consultant is, and shall be, in the performance of all work services and activities under this Contract, an independent Contractor, and not an employee, agent or servant of the City. All persons engaged in any of the work or services performed pursuant to this Contract shall at all times, and in all places, be subject to the Consultant's sole direction, supervision, and control and shall not in any manner be deemed to be employees of the City. The Consultant shall exercise control over the means and manner in which it and its employees perform the work. This contract does not create a partnership or joint venture between the parties.

The Consultant represents that it has, or will secure at its own expense, all necessary personnel required to perform the services under this Contract. Such personnel shall not be employees of or have any contractual relationship with the City, nor shall such personnel be subject to any withholding for tax, Social Security or other purposes by the City, nor be entitled to any benefits of the City including, but not limited to, sick leave, pension benefits, vacation, medical benefits, life insurance, workers or unemployment compensation benefits, or the like from the City.

All of the services required hereunder shall be performed by the Consultant or under its supervision, and all personnel engaged in performing the services shall be fully qualified and, if required, authorized or permitted under state and local law to perform such services.

Any changes or substitutions in the Consultant's key personnel, as may be listed in Article 1, must be made known to the City's Representative at the time substitution becomes effective.

The Consultant warrants that all services shall be performed by skilled and competent personnel to the degree exercised by consultants performing the same or similar services in the same location at the time the services are provided.

ARTICLE 8 – SUBCONTRACTING

Consultant may subcontract any services or work to be provided to City with the prior written approval of the City's Representative. The City reserves the right to accept the use of a subcontractor or to reject the selection of a particular subcontractor and to inspect all facilities of any subcontractors in order to make determination as to the capability of the subcontractor to perform properly under this Contract. The City's acceptance of a subcontractor shall not be unreasonably withheld. The Consultant is encouraged to seek small business enterprises and to utilize businesses that are physically located in the City of Pompano Beach with a current Business Tax Receipt for participation in its subcontracting opportunities.

ARTICLE 9 – FEDERAL AND STATE TAX

The City is exempt from payment of Florida State Sales and Use Taxes. The City will provide the Consultant with the current state issued exemption certificate. The Consultant shall not be exempted from paying sales tax to its suppliers for materials used to fulfill contractual obligations with the City, nor is the Consultant authorized to use the City's Tax Exemption Number in securing such materials.

The Consultant shall be responsible for payment of its own and its share of its employees' payroll, payroll taxes and benefits with respect to this Contract

ARTICLE 10 – AVAILABILITY OF FUNDS

The City's performance and obligation to pay under this Contract is contingent upon appropriation for various projects, tasks and other professional services by the City Commission.

ARTICLE 11 - INSURANCE REQUIREMENTS

The Consultant shall not commence work under this Contract until it has obtained all insurance required under this paragraph and such insurance has been approved by the Risk Manager of the City, nor shall the Consultant allow any Subcontractor to commence work on its sub-contract until the aforementioned approval is obtained.

CERTIFICATE OF INSURANCE, reflecting evidence of the required insurance, shall be filed with the Risk Manager prior to the commencement of the work. The Certificate shall contain a provision that coverage afforded under these policies will not be cancelled, will not expire and will not be materially modified until at least thirty (30) days prior written notice has been given to the City. Policies shall be issued by companies authorized to conduct business under the laws of the State of Florida and shall have adequate Policyholders and Financial ratings in the latest ratings of A. M. Best and be part of the **Florida Insurance Guarantee Association Act**.

Insurance shall be in force until all work required to be performed under the terms of the Contract is satisfactorily completed as evidenced by the formal acceptance by the City. In the event the Insurance Certificate provided indicates that the insurance shall terminate and lapse during the period of this Contract, the Consultant shall furnish, at least ten (10) days prior to the expiration of the date of such insurance, a renewed Certificate of Insurance as proof that equal and like coverage for the balance of the period of the Contract and extension thereunder is in effect. The Consultant shall not continue to work pursuant to this Contract unless all required insurance remains in full force and effect.

Limits of Liability for required insurance are shown in Exhibit "C."

The City of Pompano Beach must be named as an additional insured for the Automobile and Commercial General Liability Coverage.

For Professional Liability, if coverage is provided on a claims made basis, then coverage must be continued for the duration of this Contract and for not less than one (1) year thereafter, or in lieu of continuation, provide an "extended reporting clause" for one (1) year.

Consultant shall notify the City Risk Manager in writing within thirty (30) days of any claims filed or made against the Professional Liability Insurance Policy.

For Workers' Compensation Insurance, coverage shall be maintained during the life of this Contract to comply with statutory limits for all employees, and in the case of any work sublet, the Consultant shall require any Subcontractors similarly to provide Workers' Compensation Insurance for all the latter's employees unless such employees are covered by the protection afforded by the Consultant. The Consultant and his Subcontractors shall maintain during the life of this Contract Employer Liability Insurance.

ARTICLE 12 – INDEMNIFICATION

A. Consultant shall at all times indemnify, hold harmless the City, its officials, officers, employees, volunteers and other authorized agents from and against any and all claims, demands, suit, damages, attorneys' fees, fines, losses, penalties, defense costs or liabilities suffered by the City to the extent caused by any negligent act, omission, breach, recklessness or misconduct of Consultant and/or any of its agents, officers, or employees hereunder, including any inaccuracy in or breach of any of the representations, warranties or covenants made by the Consultant, its agents, officers and/or employees, in the performance of services of this contract. To the extent considered necessary by City, any sums due Consultant hereunder may be retained by City until

all of City's claims for indemnification hereunder have been settled or otherwise resolved, and any amount withheld shall not be subject to payment or interest by City.

B. Consultant acknowledges and agrees that City would not enter into this Contract without this indemnification of City by Consultant. The parties agree that one percent (1%) of the total compensation paid to Consultant hereunder shall constitute specific consideration to Consultant for the indemnification provided under this Article and these provisions shall survive expiration or early termination of this Contract.

C. Nothing in this Agreement shall constitute a waiver by the City of its sovereign immunity limits as set forth in section 768.28, Florida Statutes. Nothing herein shall be construed as consent from either party to be sued by third parties.

ARTICLE 13 – SUCCESSORS AND ASSIGNS

The City and the Consultant each binds itself and its partners, successors, executors, administrators and assigns to the other party of this Contract and to the partners, successors, executors, administrators and assigns of such other party, in respect to all covenants of this Contract. Except as above, neither the City nor the Consultant shall assign, sublet, encumber, convey or transfer its interest in this Contract without prior written consent of the other. Nothing herein shall be construed as creating any personal liability on the part of any officer or agent of the City, which may be a party hereto, nor shall it be construed as giving any rights or benefits hereunder to anyone other than the City and the Consultant.

ARTICLE 14 – REMEDIES

The laws of the State of Florida shall govern this Contract. Any and all legal action between the parties arising out of the Contract will be held in Broward County. No remedy herein conferred upon any party is intended to be exclusive of any other remedy, and each and every such remedy shall be cumulative and shall be in addition to every other remedy given hereunder or now or hereafter existing at law or in equity or by statute or otherwise. No single or partial exercise by any party of any right, power or remedy hereunder shall preclude any other or further exercise thereof.

ARTICLE 15 – CONFLICT OF INTEREST

The Consultant represents that it has no interest and shall acquire no interest, either direct or indirect, which would conflict in any manner with the performance of services required hereunder, as provided for in the Code of Ethics for Public Officers and Employees (Chapter 112, Part III, Florida Statutes). The Consultant further represents that no person having any interest shall be employed for said performance.

The Consultant shall promptly notify the City's representative, in writing, by certified mail, of a potential conflict(s) of interest for any prospective business association, interest or other circumstance, which may influence or appear to influence the Consultant's judgment or quality of services being provided hereunder. Such written notification shall identify the prospective business association, interest or circumstance, the nature of work that the Consultant may

undertake and request an opinion of the City as to whether the association, interest or circumstance would, in the opinion of the City, constitute a conflict of interest if entered into by the Consultant. The City agrees to notify the Consultant of its opinion by certified mail within thirty (30) days of receipt of notice by the Consultant. If, in the opinion of the City, the prospective business association, interest, or circumstance would not constitute a conflict of interest by the Consultant, the City shall so state in the notice and the Consultant shall at its option, enter into said association, interest or circumstance and it shall be deemed not a conflict of interest with respect to services provided to the City by the Consultant under the terms of this Contract.

ARTICLE 16 – EXCUSABLE DELAYS

The Consultant shall not be considered in default by reason of any failure in performance if such failure arises out of causes reasonably beyond the control of the Consultant or its subcontractors and without their fault or negligence. Such causes include, but are not limited to, acts of God; natural or public health emergencies; freight embargoes; and abnormally severe and unusual weather conditions.

Upon the Consultant’s request, the City shall consider the facts and extent of any failure to perform the work and, if the Consultant’s failure to perform was without it, or its subcontractors fault or negligence, the Contract Schedule and/or any other affected provision of this Contract shall be revised accordingly; subject to the City’s rights to change, terminate, or stop any or all of the work at any time.

ARTICLE 17 – DEBT

The Consultant shall not pledge the City’s credit or attempt to make it a guarantor of payment or surety for any contract, debt, obligation, judgment, lien or any form of indebtedness. The Consultant further warrants and represents that it has no obligation or indebtedness that would impair its ability to fulfill the terms of this Contract.

ARTICLE 18 – DISCLOSURE AND OWNERSHIP OF DOCUMENTS

The Consultant shall deliver to the City’s representatives for approval and acceptance, and before being eligible for final payment of any amounts due, all documents and materials prepared by and for the City under this Contract.

All written and oral information not in the public domain or not previously known, and all information and data obtained, developed, or supplied by the City or at its expense will be kept confidential by the Consultant and will not be disclosed to any other party, directly or indirectly, without the City’s prior written consent unless required by a lawful order. All drawings, maps, sketches, programs, data base, reports and other data developed, or purchased, under this Contract for or at the City’s expense shall be and remain the City’s property and may be reproduced and reused at the discretion of the City.

A. The City of Pompano Beach is a public agency subject to Chapter 119, Florida Statutes. The Consultant shall comply with Florida's Public Records Law, as amended. Specifically, the Consultant shall:

1. Keep and maintain public records required by the City in order to perform the service.

2. Upon request from the City's custodian of public records, provide the City with a copy of requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes or as otherwise provided by law.

3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Consultant does not transfer the records to the City.

4. Upon completion of the contract, transfer, at no cost to the City, all public records in possession of the Consultant, or keep and maintain public records required by the City to perform the service. If the Consultant transfers all public records to the City upon completion of the contract, the Consultant shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Consultant keeps and maintains public records upon completion of the contract, the Consultant shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the City, upon request from the City's custodian of public records in a format that is compatible with the information technology systems of the City.

B. Failure of the Consultant to provide the above described public records to the City within a reasonable time may subject Consultant to penalties under 119.10, Florida Statutes, as amended.

PUBLIC RECORDS CUSTODIAN

IF THE CONSULTANT HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONSULTANT'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:

CITY CLERK
100 W. Atlantic Blvd., Suite 253
Pompano Beach, Florida 33060
(954) 786-4611
RecordsCustodian@copbfl.com

All covenants, agreements, representations and warranties made herein, or otherwise made in writing by any party pursuant hereto, including but not limited to any representations made herein relating to disclosure or ownership of documents, shall survive the execution and delivery of this Contract and the consummation of the transactions contemplated thereby.

ARTICLE 19 – CONTINGENT FEES

The Consultant warrants that it has not employed or retained any company or person, other than a bona fide employee working solely for the Consultant to solicit or secure this Contract and that it has not paid or agreed to pay any person, company, corporation, individual, or firm, other than a bona fide employee working solely for the Consultant, any fee, commission, percentage, gift, or any other consideration contingent upon or resulting from the award or making of this Contract. Violation of this Article shall constitute a forfeiture of this Contract by Consultant.

ARTICLE 20 – ACCESS AND AUDITS

The Consultant shall maintain adequate records to justify all charges, expenses, and cost incurred in estimating and performing the work for at least three (3) years after completion of this Contract. The City shall have access to such books, records and documents as required in this section for the purpose of inspection or audit during normal business hours, at the Consultant's place of business.

ARTICLE 21 – NONDISCRIMINATION

The Consultant warrants and represents that all of its employees are treated equally during employment without regard to race, color, religion, disability, sex, age, national origin, ancestry, marital status and sexual orientation.

ARTICLE 22 – INTERPRETATION

The language of this Contract has been agreed to by both parties to express their mutual intent and no rule of strict construction shall be applied to either party hereto. The headings are for reference purposes only and shall not affect in any way the meaning or interpretation of this Contract. All personal pronouns used in this Contract shall include the other gender, and the singular, the plural, and vice versa, unless the context otherwise requires.

ARTICLE 23 – AUTHORITY TO PRACTICE

The Consultant hereby represents and warrants that it has and will continue to maintain all licenses and approvals required conducting its business, and that it will at all times conduct its business activities in a reputable manner. Proof of such licenses and approvals shall be submitted to the City’s representative upon request.

ARTICLE 24 – SEVERABILITY

If any term or provision of this Contract, or the application thereof to any person or circumstances shall, to any extent be held invalid or unenforceable, to remainder of this Contract, or the application of such terms or provision, to persons or circumstances other than those as to which it is held invalid or unenforceable, shall not be affected, and every other term and provision of this Contract shall be deemed valid and enforceable to the extent permitted by law.

ARTICLE 25 – ENTIRETY OF CONTRACTUAL AGREEMENT

The City and the Consultant agree that this Contract, together with the Exhibits hereto, sets forth the entire agreement between the parties, and that there are no promises or understandings other than those stated herein. It is further agreed that no modification, amendment or alteration in the terms or conditions contained herein shall be effective unless contained in a written document executed with the same formality and off equal dignity herewith. None of the provisions, terms and conditions contained in this Contract may be added to, modified, superseded or otherwise altered, except by written instrument executed by the parties hereto in accordance with Article 26 – Modification of Work.

ARTICLE 26 – MODIFICATION OF SCOPE OF WORK

The City reserves the right to make changes in the Scope of Work, including alterations, reductions therein or additions thereto. Upon receipt by the Consultant of the City’s notification of a contemplated change, the Consultant shall, in writing: (1) provide a detailed estimate for the increase or decrease in cost due to the contemplated change; (2) notify the City of any estimated change in the completion date; and (3) advise the City if the contemplated change shall affect the Consultant’s ability to meet the completion dates or schedules of this Contract.

If the City so instructs in writing, the Consultant shall suspend work on that portion of the Scope of Work affected by a contemplated change, pending the City’s decision to proceed with the change.

If the City elects to make the change, the City shall initiate a Work Authorization Amendment and the Consultant shall not commence work on any such change until such written amendment is signed by the Consultant and the City Manager, and if such amendment is in excess of two hundred thousand dollars (\$200,000.00), it must also first be approved by the City Commission and signed by the appropriate City Official authorized by the City Commission

The City shall not be liable for payment of any additional or modified work, which is not authorized in the manner provided for by this Article.

ARTICLE 27 – NOTICE

All notices required in this Contract shall be sent by certified mail, return receipt requested, to the following:

FOR CITY:

Greg Harrison
City Manager
City of Pompano Beach
Post Office Drawer 1300
Pompano Beach, Florida 33061
Greg.Harrison@copbfl.com

FOR CONSULTANT:

Neil Johnson, PG, Principal in Charge
800 Fairway Drive, Suite 195
Deerfield Beach, Florida 33441
Office: (954) 806-7106
Email: neil.johnson@stantec.com

ARTICLE 28 – OWNERSHIP OF DOCUMENTS

All finished or unfinished documents, data, reports, studies, surveys, drawings, maps, models and photographs prepared or provided by the Consultant in connection with this Contract shall become property of the City, whether the project for which they are made is completed or not, and shall be delivered by Consultant to City within ten (10) days of notice of termination. If applicable, City may withhold any payments then due to Consultant until Consultant complies with the provisions of this section.

ARTICLE 29 – PROMOTING PROJECT OBJECTIVES

Consultant, its employees, subcontractors, and agents shall refrain from acting adverse to the City's interest in promoting the goals and objectives of the projects. Consultant shall take all reasonable measures necessary to effectuate these assurances. In the event Consultant determines it is unable to meet or promote the goals and objectives of the projects, it shall immediately notify the City and the City, may then in its discretion, terminate this Contract.

ARTICLE 30 – PUBLIC ENTITY CRIMES ACT

As of the full execution of this Contract, Consultant certifies that in accordance with §287.133, Florida Statutes, it is not on the Convicted Vendors List maintained by the State of Florida, Department of General Services. If Consultant is subsequently listed on the Convicted Vendors List during the term of this Contract, Consultant agrees it shall immediately provide City written notice of such designation in accordance with Article 27 above.

ARTICLE 31 – GOVERNING LAW; VENUE; WAIVER OF JURY TRIAL

This Agreement shall be interpreted and construed in accordance with and governed by the laws of the State of Florida. The exclusive venue for any litigation arising from, related to, or in connection with this Agreement shall be in the Seventeenth Judicial Circuit in and for Broward County, Florida, or in the United States District Court for the Southern District of Florida, or the United States Bankruptcy Court for the Southern District of Florida, as applicable. BY ENTERING INTO THIS AGREEMENT, THE PARTIES EXPRESSLY WAIVE ANY RIGHTS EITHER PARTY MAY HAVE TO A TRIAL BY JURY OF ANY CIVIL LITIGATION RELATED TO THIS AGREEMENT.

ARTICLE 32 – EMPLOYMENT ELIGIBILITY

By entering into this Contract, the Consultant becomes obligated to comply with the provisions of Section 448.095, Fla. Stat., "Employment Eligibility." 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. 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 or County Court no later than twenty (20) calendar days after the date of termination. If this Contract is terminated for a violation of the statute by the Consultant, the Consultant may not be awarded a public contract for a period of one (1) year after the date of termination

ARTICLE 33 - BINDING EFFECT

The benefits and obligations imposed pursuant to this Contract shall be binding and enforceable by and against the parties hereto.

ARTICLE 34 - SCRUTINIZED COMPANIES

By execution of this Agreement, in accordance with the requirements of F.S. 287.135 and F.S. 215.473, Consultant certifies that Consultant is not participating in a boycott of Israel. Consultant further certifies that Consultant is not on the Scrutinized Companies that Boycott Israel list, not on the Scrutinized Companies with Activities in Sudan List, and not on the Scrutinized Companies with Activities in Iran Terrorism Sectors List, nor has Consultant been engaged in business operations in Syria. Subject to limited exceptions provided in state law, the City will not

contract for the provision of goods or services with any scrutinized company referred to above. In accordance with Section 287.135, Florida Statutes as amended, a company is ineligible to, and may not, bid on, submit a proposal for, or enter into or renew a contract with any agency or local government entity for goods or services of:

A. Any amount if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company is on the Scrutinized Companies that Boycott Israel List, created pursuant to Section 215.4725, Florida Statutes, or is engaged in a boycott of Israel; or

B. One million dollars or more if, at the time of bidding on, submitting a proposal for, or entering into or renewing such contract, the company:

i. Is on the Scrutinized Companies with Activities in Sudan List of the Scrutinized Companies with Activities in Iran Terrorism Sectors List, created pursuant to Section 215.473, Florida Statutes; or

ii. Is engaged in business operations in Syria.

C. Submitting a false certification or being placed on a list created pursuant to Section 215.473, Florida Statutes relating to scrutinized active business operations in Iran after Consultant has submitted a certification, shall be deemed a material breach of contract. The City shall provide notice, in writing, to Consultant of the City's determination concerning the false certification. Consultant shall have five (5) days from receipt of notice to refute the false certification allegation. If such false certification is discovered during the active contract term, Consultant shall have ninety (90) days following receipt of the notice to respond in writing and demonstrate that the determination of false certification was made in error. If Consultant does not demonstrate that the City's determination of false certification was made in error then the City shall have the right to terminate the contract and seek civil remedies pursuant to Section 287.135, Florida Statutes, as amended from time to time.

ARTICLE 35 - AFFIDAVIT OF COMPLIANCE WITH ANTI-HUMAN TRAFFICKING LAWS

In accordance with section 787.06 (13), Florida Statutes, the undersigned, on behalf of the entity listed below ("Entity"), hereby attests under penalty of perjury that:

Entity does not use coercion for labor or services as defined in Section 787.06, Florida Statutes, entitled "Human Trafficking".

ARTICLE 36 - AFFIDAVIT OF COMPLIANCE WITH FOREIGN ENTITY LAWS

The undersigned, on behalf of the entity listed below ("Entity"), hereby attests under penalty of perjury as follows:

A. Entity is not owned by the government of a foreign country of concern as defined in Section 287.138, Florida Statutes.

B. The government of a foreign country of concern does not have a controlling interest in Entity.

C. Entity is not organized under the laws of, and does not have a principal place of business in, a foreign country of concern.

D. Entity is not owned or controlled by the government of a foreign country of concern, as defined in Section 692.201, Florida Statutes.

E. Entity is not a partnership, association, corporation, organization, or other combination of persons organized under the laws of or having its principal place of business in a foreign country of concern, as defined in Section 692.201, Florida Statutes, or a subsidiary of such entity.

F. Entity is not a foreign principal, as defined in Section 692.201, Florida Statutes.

G. Entity is in compliance with all applicable requirements of Sections 692.202, 692.203, and 692.204, Florida Statutes.

ARTICLE 37 – ANNUAL BUDGETARY FUNDING/CANCELLATION.

This Agreement and all obligations of the City hereunder requiring the expenditure of funds are subject to and contingent upon annual budgetary funding and appropriations by the City Commission.

THE REMAINDER OF THE PAGE IS INTENTIONALLY LEFT BLANK

“CITY”

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year hereinabove written.

Attest:

CITY OF POMPANO BEACH

KERVIN ALFRED, CITY CLERK

By: _____
REX HARDIN, MAYOR

APPROVED AS TO FORM:

By: _____
GREGORY P. HARRISON, CITY MANAGER

MARK E. BERMAN, CITY ATTORNEY

(SEAL)

"CONSULTANT"

Stantec Consulting Services Inc.

Witnesses:

Lincoln Mueller
Signature
LINCOLN MUELLER
Name Typed, Printed or Stamped

By: Neil Johnson
Neil Johnson, Principal in Charge

EdUARDO TORRES
Signature
EDUARDO TORRES
Name Type, Printed or Stamped

STATE OF Florida
COUNTY OF Palm Beach

The foregoing instrument was acknowledged before me, by means of physical presence or online notarization, this 6 day of February, 2026, Neil Johnson, as Principal in Charge of Stantec Consulting Services Inc., an Illinois corporation, authorized to do business in Florida, on behalf of the corporation, who is personally known to me or who has produced _____ as identification.

NOTARY'S SEAL:

Jessica Thompson
NOTARY PUBLIC, STATE OF Florida

Jessica Thompson
(Name of Acknowledger Typed, Printed or Stamped)
HH 685493
Commission Number



Exhibit A – Cover Page

- 1. Recommendation Tabulation**
- 2. Solicitation RFP25-072**
- 3. Addendum 1-5**
- 4. Sunbiz**



Florida's Warmest Welcome

**REQUEST FOR LETTER OF INTEREST
RLI 25-072**

**WATER AND REUSE TREATMENT PLANT PROJECTS -
CONTINUING CONTRACTS (CCNA)**

**BID OPENING:
October 1st, 2025, 2:00 PM**

**VIRTUAL PRE-BIDDERS CONFERENCE:
September 10, 2025, 10:00 AM**

For access, go to:

<https://pompanobeachfl.gov/pages/meetings>

:

Issue Date: August 28, 2025

**CITY OF POMPANO BEACH, FLORIDA
REQUEST FOR LETTER OF INTEREST (RLI)**

RLI 25-072 WATER AND REUSE TREATMENT PLANT PROJECTS - CONTINUING CONTRACTS (CCNA)

Pursuant to Section 287.055, Florida Statutes Consultant's Competitive Negotiation Act (CCNA), the City of Pompano Beach (the "City") invites professional companies/firms to submit a Letter of Interest (RLI) to provide engineering services at the Pompano Beach Water Treatment Plant on a continuing as-needed basis.

The selected firm shall demonstrate specific experience and capabilities and must have qualified personnel and expertise in the specified disciplines.

This RLI is subject to the "Cone of Silence," which imposes certain restrictions on communications concerning the RLI process.

The Cone of Silence shall take effect once this solicitation is released to the General Public. Respondents to this solicitation or persons acting on their behalf may not contact, between the release of the solicitation and the end of the 72 hours following the agency posting the notice of intended award, excluding Saturdays, Sundays, and state holidays, any employee or officer of the executive or legislative branch concerning any aspect of this solicitation, except in writing to the procurement officer or as provided in the solicitation documents. Violation of this provision may be grounds for rejecting a response." (F.S. 287.057 (25)).

Any firm or lobbyist for a firm is prohibited from having any communications concerning any solicitation for a competitive procurement with any member of the City Commission, City Clerk, City Manager's Office, any Evaluation Committee Member, or any other City of Pompano Beach employee after Procurement and Contracts releases a solicitation to the General Public. All communications must go through the eBid System (IonWave) or the Purchasing Agent assigned to this solicitation. No other member of the City Commission, City Clerk, City Manager's Office, any Evaluation Committee Member, or any other City of Pompano Beach employee should be contacted concerning this RLI. Any information that amends any portion of this RLI received by any method other than an Addendum issued to the RLI is not binding on the City of Pompano Beach.

The City will receive proposals until **2:00:00 p.m. (EST), October 1, 2025**. Proposals must be submitted electronically through the eBid System (IonWave) on or before the due date and time as provided herein. Any proposal received after the due date and time specified will not be considered. Any uncertainty regarding the time a proposal is accepted will be resolved against the firm.

Firms must be registered on the City's eBid System in order to view the solicitation documents and respond to this Solicitation. The complete solicitation document can be downloaded for free from the eBid System as a PDF at <https://www.pompanobeachfl.ionwave.net>. The City is not responsible for the accuracy or completeness of any documentation the firm receives from any source other than the eBid System. The firm is solely responsible for downloading all required documents. To attend the virtual public meeting, go to <https://www.pompanobeachfl.gov/pages/meetings> to find the Zoom link.

Procurement and Contracts Department
City of Pompano Beach, Florida

SCHEDULE OF EVENTS

RLI NUMBER:	RLI25-072
RLI TITLE:	WATER AND REUSE TREATMENT PLANT PROJECTS – CONTINUING CONTRACTS (CCNA)
RELEASE DATE:	8/28/2025, at 12:00 P.M.
PREBIDDERS CONFERENCE VIRTUAL ZOOM MEETING	9/10/2025, at 10:00 A.M.
WRITTEN QUESTIONS AND INQUIRIES ARE DUE ON OR BEFORE:	9/22/2025, at 12:00 P.M.
RLI RESPONSES DUE DATE/TIME:	10/1/2025, at 02:00 P.M.
EVALUATION COMMITTEE MEETINGS	TBD
RECOMMENDATION FOR AWARD:	TBD
DIRECT ALL INQUIRIES TO:	https://pompanobeachfl.ionwave.net
E-PROPOSAL SUBMITTALS ONLY:	https://pompanobeachfl.ionwave.net
PROPOSAL VIRTUAL OPENING:	https://www.pompanobeachfl.gov/meetings

Non-Mandatory Pre-Proposal Meeting

The non-mandatory Pre-Proposal Meeting will be held via a Virtual Zoom Meeting on **9/10/2025, at 10:00 a.m.** (local). The Zoom link is available on the City’s Meetings webpage: <https://www.pompanobeachfl.gov/meetings>

A. Introduction

The City is seeking professional companies/firms to work on various projects for the Water Treatment Plant. The projects range in magnitude from small-scale to extensive or specialized designs.

The types of projects to be undertaken may include, but are not limited to, the following:

- Reuse Water Treatment Plant Projects
- Water Treatment Plant Projects

B. Compliance with CCNA

As a result of this RLI, all services provided under the contract must adhere to the latest provisions of the Florida Consultants’ Competitive Negotiation Act (CCNA), as outlined in Section 287.055, Florida Statutes, including any subsequent amendments. The maximum allowable costs for projects or studies conducted under this contract are subject to the limits set by the CCNA, which are periodically adjusted.

The Respondent acknowledges that all services under this contract shall comply with the latest provisions of the Florida Consultants’ Competitive Negotiation Act (CCNA), pursuant to Section 287.055, Florida Statutes, and any amendments.

The maximum allowable costs for projects or studies conducted under this contract shall not exceed the limits

established by the CCNA as periodically adjusted. The limits are calculated annually based on the Consumer Price Index (CPI) or as determined by the Department of Financial Services.

Respondents are responsible for ensuring that their proposals align with the applicable statutory limits in effect at the time of submission and contract execution.

C. Scope of Services

The City intends to engage one or more qualified professional companies/firms to provide continuing consulting and specified works. The scope of services may include, but is not limited to, the following:

1. Prepare studies and recommend methods of operation and/or treatment.
2. Prepare preliminary design reports and/or design alternative recommendations. This may include various types of utility modeling, surveying, and field data analysis.
3. Prepare all required bidding/construction documents for projects. This will include survey, design plan, technical specification, and cost estimate preparations. Attend all required pre-design, design, bidding, and bid award meetings.
4. Attend the pre-bid conference, prepare possible bid addendums for plan revisions, and assist in making bid award recommendations for contracting/construction services.
5. Prepare all required permit applications and submittal packages as required for permit issuance of all agency permits (i.e., State, County, and City).
6. Provide construction engineering/management services for projects. Services during construction may include shop drawing/contractor submittal reviews and approvals, inspection and approval of project improvements, possible plan revisions, and review and approval of contractor pay applications.
7. Provide project close-out services. These may include preliminary and final project acceptance, preparation and approval of punch list items, and project certification as required by all permitting agencies.
8. Firms must have experience in municipal water and reuse treatment plant projects and be licensed to practice Professional Engineering in the State of Florida, Florida State Statute 471, by the Board of Professional Regulation.

D. Task/Deliverables

Tasks and deliverables will be determined per project. Each project shall require the City to receive a signed Work Authorization (WA) form from the awarded company/firm. The forms shall be completed and include the agreed-upon scope, tasks, schedule, cost, and deliverables for the project. The awarded company(s)/firm(s) must provide all applicable insurance requirements.

E. Term of Agreement/Contract

The contracts will be for five (5) years with no renewals, commencing upon award by the appropriate City officials.

F. Project Web Requirements:

1. This project will utilize the City-provided project management software, a web-based project management tool. This application is a collaboration tool that will allow all project team members continuous access through the Internet to essential project data and up-to-the-minute decision and approval status information. The City's project management software is a comprehensive project and program management system that the City will use to manage all project documents, communications, and costs between the lead consultant, sub-consultants, design consultants, contractors, and the City. City provided project management software includes extensive reporting capabilities to facilitate detailed project reporting in a web-based environment that is accessible to all parties and easy to use. Training will be provided for all companies/firms selected to provide services for the City of Pompano Beach.

2. Lead and sub-consultants shall conduct project controls outlined by the City, project manager, and/or construction manager, utilizing City-provided project management software. The city shall provide the designated web-based application license(s) to the prime consultant and sub-consultants. No additional software will be required.

The lead consultant and sub-consultants shall log into the project website daily and, as necessary, be kept fully apprised of project developments and required action items. These may include but are not limited to: Contracts, Contract Exhibits, Contract Amendments, Drawing Issuances, Addenda, Bulletins, Permits, Insurance & Bonds, Safety Program Procedures, Safety Notices, Accident Reports, Personnel Injury Reports, Schedules, Site Logistics, Progress Reports, Correspondence, Daily Logs, Non-Conformance Notices, Quality Control Notices, Punch Lists, Meeting Minutes, Requests for Information, Submittal Packages, Substitution Requests, Monthly Payment Request Applications, Supplemental Instructions, City Change Directives, Potential Change Orders, Change Order Requests, Change Orders and the like. All supporting data, including but not limited to shop drawings, product data sheets, manufacturer data sheets and instructions, method statements, safety SDS sheets, Substitution Requests, and the like, will be submitted in digital format via p.

G. Required Proposal Submittal

Sealed proposals shall be submitted electronically through the eBid System on or before the due date and time as provided herein. Firm shall upload the response as one (1) file to the eBid System. The file size for uploads is limited to 250 MB. If the file size exceeds 10 MB, the response must be split and uploaded as two (2) separate files.

Information to be included in the proposal: To maintain comparability and expedite the review process, proposals must be organized as specified below, with the sections clearly labeled.

Title page:

Show the RLI number, the name of the Firm's company/firm, address, telephone number, name of the contact person, and the date.

Table of Contents:

Include a clear identification of the material by section and by page.

Letter of Transmittal:

Briefly state the Firm's understanding of the RLI solicitation and express a positive commitment to provide the services described herein. Please state the name(s) of the person(s) who will be authorized to make representations for the Firm, their title(s), office, and email addresses and telephone numbers. Please limit this section to two (2) pages.

Technical Approach:

Companies/Firms or teams shall submit their sample technical approach to the tasks described in the solicitation, including details of how each phase of the proposed project would be completed and how their company/firm proposes maintaining time schedules and cost controls.

References:

References for past projects aligning with the scope identified in this solicitation in the past seven years. Describe the scope of each project in physical terms and by cost, describe the Firm's responsibilities, and provide the contact information (name, email, telephone number) of an individual in a position of responsibility who can attest to the Firm's activities with the project.

Project Team Form:

Prepare and submit a completed "Project Team" form. This form aims to identify the proposed team's key members, including any specialty subconsultants. This information is intended for informational purposes only and does not constitute a contractual offer, obligation, or basis for procurement decisions.

Organizational Chart:

Specifically, identify the management plan (if needed) and provide an organizational chart for the project team. The Firm must describe, at a minimum, the basic approach to these projects, including the reporting hierarchy of staff and sub-consultants. Clarify the individual(s) responsible for coordinating separate components of the scope of services.

Statement of Skills and Experience of Project Team:

Describe the experience of the entire project team as it relates to the types of projects described in the Scope of Services section of this solicitation. Include the experience of the prime consultants as

well as other project team members, i.e., additional personnel, sub-consultants, branch office, team members, and other resources anticipated to be utilized for this project. Name specific projects [successfully completed within the past five (5) years] where the team members have performed similar projects previously.

Resumes of Key Personnel:

Include resumes for key personnel for prime and sub-consultants.

Office Locations:

Identify the office's location from which services will be rendered and the number of professional and administrative staff at the prime office. Also, identify the location of office(s) of the prime and/or sub-consultants that may be utilized to support any or all of the professional services listed above, as well as the number of professional and administrative staff at the prime office location.

If companies/firms are situated outside the local area (Broward, Palm Beach, and Miami-Dade counties), include a brief statement as to whether or not the companies/firms will arrange for a local office during the term of the agreement/contract, if necessary.

Litigation:

Disclose any litigation within the past five (5) years arising out of your company/firm's performance,

including status/outcome.

City Forms:

The Firm Information Page Form and any other required forms must be completed and submitted electronically through the City's eBid System. The City reserves the right to request additional information to ensure the Firm is financially solvent. It has sufficient financial resources to perform the agreement/contract and shall provide proof of its financial solvency. At its sole discretion, the City may ask for additional proof of financial solvency, including additional documents post-proposal opening and prior to evaluation that demonstrate the Firm's ability to perform the resulting agreement/contract and provide the required materials and/or services.

Reviewed and Audited Financial Statements:

Firms shall be financially solvent and appropriately capitalized to be able to service the City for the duration of the agreement/contract. Firms shall provide a complete financial statement of the company's/firm's most recent audited financial statements, indicating the organization's financial condition. Must be uploaded to the Response Attachments tab in the eBid System as a separate file titled "FINANCIAL STATEMENTS" and marked "CONFIDENTIAL."

Financial statements provided shall not be older than twelve (12) months before the date of filing this solicitation's response. The financial statements must be reviewed and submitted with any accompanying notes and supplemental information. The City of Pompano Beach reserves the right to reject financial statements in which the financial condition shown is twelve (12) months or more before the submittal date.

The City is a public agency subject to Chapter 119, Florida's Public Records Law, and must provide the public with access to public records; however, financial statements that are required as submittals to prequalify for a solicitation will be exempt from public disclosure.

The City reserves the right to request additional information to ensure the Firm is financially solvent. It has sufficient financial resources to perform the agreement/contract and shall provide proof of its financial solvency. At its sole discretion, the City may ask for additional proof of financial solvency, including additional documents post-proposal opening and prior to evaluation that demonstrate the Firm's ability to perform the resulting agreement/contract and provide the required materials and/or services.

A combination of two (2) or more of the following may substitute for audited financial statements:

- 1) Bank letters/statements for the past three (3) months
- 2) Balance sheet, profit and loss statement, cash flow report
- 3) IRS returns for the last two (2) years
- 4) Letter from CPA showing profits and loss statements (certified)

H. Insurance

The contractor/consultant shall not commence services under the terms of this agreement/contract until certification or proof of insurance detailing terms and provisions has been received and approved in writing by the City's Risk Manager. If you are responding to a solicitation and have questions regarding the insurance requirements, don't hesitate to get in touch with the City's Procurement and Contracts Department at (954) 786-4098. If the agreement/contract has already been awarded, please direct any inquiries and proof of the requisite

insurance coverage to City staff responsible for oversight of the subject project/contract.

The contractor/Consultant is responsible for delivering to the City for timely review and written approval/disapproval Certificates of Insurance, which evidence that all insurance required hereunder is in full force and effect and which name the city as an additional insured on a primary basis on all such coverage.

Throughout the term of this agreement/contract, the City, by and through its Risk Manager, reserves the right to review, modify, reject, or accept any insurance policies required by this agreement/contract, including limits, coverages, or endorsements. The City reserves the right, but not the obligation, to review and reject any insurer providing coverage because of poor financial condition or failure to operate legally.

Failure to maintain the required insurance shall be considered an event of default. The requirements herein, as well as the City review or acceptance of insurance maintained by the contractor/consultant, are not intended to and shall not in any way limit or qualify the liabilities and obligations assumed by the contractor/consultant under this agreement/contract.

Throughout the term of this agreement/contract, the contractor/consultant and all sub-contractors/sub-consultants or other agents hereunder shall, at their sole expense, maintain in full force and effect, the following insurance coverages and limits described herein, including endorsements:

1. Worker’s Compensation Insurance covering all employees and providing benefits as required by Florida Statute, Chapter 440. The contractor/consultant further agrees to be responsible for the employment, control, and conduct of its employees and any injury sustained by such employees during their employment.
2. Liability Insurance.
 - (a) Naming the City of Pompano Beach as an additional insured as the City’s interests may appear, on General Liability Insurance only, relative to claims which arise from the firm’s negligent acts or omissions in connection with contractor/consultant’s performance under this agreement/contract.
 - (b) Such Liability insurance shall include the following checked types of insurance and indicated minimum policy limits.

Type of Insurance

Limits of Liability

GENERAL LIABILITY: Minimum \$1,000,000 Per Occurrence and \$2,000,000 Per Aggregate

* Policy to be written on a claim incurred basis

<p>X comprehensive form X X premises - operations X explosion & collapse hazard</p>	<p>bodily injury and property damage bodily injury and property damage</p>
---	---

	underground hazard	
X	products/completed	bodily injury and property damage
X		combined
	operations hazard	
X	contractual insurance	bodily injury and property damage
X		combined
X	broad form property	bodily injury and property damage
X	damage	combined
X	independent contractors'	personal injury
X		
X	personal injury	
X		
	sexual abuse/molestation	Minimum \$1,000,000 Per Occurrence
—		and
		Aggregate
—	liquor legal liability	Minimum \$1,000,000 Per Occurrence and Aggregate

AUTOMOBILE LIABILITY: Minimum \$1,000,000 Per Occurrence and Aggregate.
 Bodily injury (each person) bodily injury (each accident), Property damage, bodily injury and property damage combined.

- XX comprehensive form
- XX owned
- XX hired
- XX non-owned

REAL & PERSONAL PROPERTY

— comprehensive form Agent must show proof they have this coverage.

EXCESS LIABILITY

Per Occurrence Aggregate

— other than umbrella bodily injury and \$1,000,000 \$1,000,000
 property damage combined

PROFESSIONAL LIABILITY

Per Occurrence Aggregate

XX * Policy to be written on a claims made basis \$1,000,000 \$1,000,000

(c) If Professional Liability insurance is required, the Consultant agrees the indemnification and hold harmless provisions set forth in the agreement/contract shall survive the termination or expiration of the agreement/contract for a period of four (4) years unless terminated sooner by the applicable statute of limitations.

CYBER LIABILITY		Per Occurrence	Aggregate
___	* Policy to be written on a claims made basis	\$1,000,000	\$1,000,000
<u>XX</u>	Network Security / Privacy Liability		
___	Breach Response / Notification Sublimit (minimum limit of 50% of policy aggregate)		
___	Technology Products E&O - \$1,000,000 (only applicable for vendors supplying technology related services and or products)		
___	Coverage shall be maintained in effect during the period of the agreement/contract and for not less than four (4) years after termination/ completion of the agreement/contract.		

3. Employer’s Liability. If required by law, the Consultant and all sub-subcontractors/sub-consultants shall, for the benefit of their employees, provide, carry, maintain, and pay for Employer's Liability Insurance in the minimum amount of One Hundred Thousand Dollars (\$100,000.00) per employee, Five Hundred Thousand Dollars (\$500,000) per aggregate.

4. Policies: Whenever, under the provisions of this agreement/contract, insurance is required of the Awarded Firm, the Awarded Firm shall promptly provide the following:

- (a) Certificates of Insurance evidencing the required coverage;
- (b) Names and addresses of companies providing coverage;
- (c) Effective and expiration dates of policies; and
- (d) A provision in all policies affording thirty (30) days' written notice by a carrier of any cancellation or material change in any policy.

5. Insurance Cancellation or Modification. Should any required insurance policies be canceled before the expiration date or modified or substantially modified, the issuing company/firm shall provide thirty (30) days' written notice to the City.

6. Waiver of Subrogation. The awarded company/firm waives any and all rights of subrogation against the City, its officers, employees, and agents for each required policy. When required by the insurer, or should a policy condition not permit an insured to enter into a pre-loss agreement/contract to waive subrogation without an endorsement, then the awarded company/firm shall notify the insurer and request the policy be endorsed with a Waiver of Transfer of Rights of Recovery Against Others, or its equivalent. This Waiver of Subrogation requirement shall not apply to any policy that includes a condition to the policy not specifically prohibiting such an endorsement or voids coverage should the Awarded Firm enter into such an agreement/contract on a pre-loss basis.

I. Selection/Evaluation Process

A Selection/Evaluation Committee (Committee) will be appointed to select the most qualified company(ies)/ firm(s). The Committee will present its findings to the City Commission. The City Manager will approve a selection evaluation committee to assist in evaluating the Letter of Interest(s) received and to select the most qualified firm(s). All Letters of Interest will be evaluated by the Evaluation Committee and Procurement and Contracts staff based on the information submitted by the Submitting Firm(s) in response to this RLI. The Committee’s findings will be presented to the City Commission.

Based upon the evaluation, the Evaluation Committee will recommend one Submitting Firm to the City Commissioners for the award and execution of an Agreement.

Proposals will be evaluated using the following criteria:

Line	Criteria	Points Range
1	Prior experience of the company/firm with projects of a similar size and Complexity within past seven years.:	0-40
	a) Number of similar projects	
	b) Complexity of similar projects	
	c) References from past projects performed by the company/firm per HB-683	
	d) Litigation within the past five (5) years arising out of the company's/firm's performance (list, describe outcome)	
2	Qualifications of personnel including sub-contractor/sub-consultants:	0-35
	a) Organizational chart for project	
	b) Number of technical staff	
	c) Qualifications of technical staff:	
	d) Number of licensed staff	
	e) Education of staff	
	f) Experience of staff on similar projects	
3	Proximity of the nearest office to the project location:	0-15
	a) Location	
	b) Number of staff at the nearest office	
4	Local Vendors Program Participation	0-10
	TOTAL	100

NOTE:

Financial statements required as submittals to prequalify for a solicitation will be exempt from public disclosure; however, financial statements submitted to prequalify for a solicitation and not required by the City may be subject to public disclosure.

The City Commission has the authority to (including, but not limited to) approve the recommendation, reject the recommendation, and direct staff to re-advertise this solicitation or, review the responses themselves and/or request oral presentations and determine a ranking order that may be the same or different from what was originally presented to the City Commission.

Tie Breaker:

In case there is a tie for the highest-ranked firms, the recommendations shall be made by giving preference to the following items in this order:

- 1) Maintenance of a Drug-Free Workplace in accordance with the requirements of 287.087, F.S.
- 2) Local Vendor Program Participation
- 3) Coin Toss

Technicalities:

Failure to respond, provide detailed information, or provide requested proposal elements may reduce points in the evaluation process. The Committee may recommend rejecting any Letter of Interest containing material deviations from the RLI. The Committee may recommend waiving any irregularities and technicalities. If only one (1) responsive proposal is received, the Committee will proceed without scoring the one (1) responsive statement received and may recommend that Procurement and Contracts Department staff negotiate the best terms and conditions with that sole firm, or may recommend rejecting the proposal.

Committee's Recommendations:

The Evaluation Committee may recommend rejecting the Letter of Interest received or awarding the contract. A complete recording shall be made of each meeting (evaluation and negotiation session) conducted by the Committee by the Purchasing Agent. The Committee may choose to conduct one (1) or more exempt negotiation sessions with as many ranked responsive firms, in its sole judgment, as it deems appropriate before making its recommendation for award, starting with the highest-ranked firm first, then the second highest-ranked firm, and so on. The Committee also has the discretion to recommend negotiations with only a single responsive firm if the Committee chooses to do so. During any such negotiations, the City staff assigned to negotiate reserves the right to negotiate any term, condition, or specification during an exempt negotiation session with the highest-ranked responsive firm.

Determination of Award:

The City Commission shall consider the Committee's award recommendation for this RLI and may approve such a recommendation. The City Commission may also, at its option, reject the Evaluation Committee's recommendation, or it may also reject all statements received, in which case the City may choose to re-advertise this solicitation "as is" or by adopting a modified version.

J. Hold Harmless and Indemnification

Firm covenants and agrees that it will indemnify hold harmless the City, its officials, employees, volunteers and other authorized agents from and against any and all claims, demands, suits, damages, attorneys' fees, fines, losses, penalties, defense costs or liabilities suffered by the City to the extent caused by any negligent act,

omission, breach, recklessness or misconduct of Consultant and/or any of its agents, officers, or employees hereunder, including any inaccuracy in or breach of any of the representations, warranties or covenants made by the Consultant, its agents, officers and/or employees, in the performance of services of this agreement/contract. To the extent considered necessary by City, any sums due Consultant hereunder may be retained by City until all of City's claims for indemnification hereunder have been settled or otherwise resolved, and any amount withheld shall not be subject to payment or interest by City.

K. Right to Audit

Awarded company's/firm's records which shall include but not be limited to accounting records, written policies and procedures, computer records, disks and software, videos, photographs, sub-contract/sub-consultants files (including proposals of successful and unsuccessful firms), originals estimates, estimating worksheets, correspondence, change order files (including documentation covering negotiated settlements), and any other supporting evidence necessary to substantiate charges related to the agreement/contract (all the foregoing hereinafter referred to as "records") shall be open to inspection and subject to audit and/or reproduction, during regular working hours, by City's agent or its authorized representative to the extent necessary to adequately permit evaluation and verification of any invoices, payments or claims submitted by the Awarded Firm or any of its payees pursuant to the execution of the agreement/contract. Such records subject to the examination shall also include but are not limited to, those necessary to evaluate and verify direct and indirect costs (including overhead allocations) as they may apply to costs associated with the agreement/contract.

For the purpose of such audits, inspections, examinations, and evaluations, the City's agent or authorized representative shall have access to said records from the effective date of the agreement/contract, for the duration of the service, and until five (5) years after the date of final payment by the City to awarded company/firm pursuant to the agreement/contract.

The City agent or its authorized representative shall have access to the awarded company's/firm's facilities, all necessary records, and adequate and appropriate workspace to conduct audits in compliance with this article. The City agent or authorized representative shall give auditees reasonable advance notice of intended audits.

The awarded company/firm shall require all sub-contractors/sub-consultants, insurance agents, and material suppliers (payees) to comply with this article's provisions by inserting the requirements in any written agreement/contract. Failure to obtain such written agreements/contracts that include such provisions shall be reason to exclude some or all of the related payees' costs from amounts payable to the contractor/consultant pursuant to the agreement/contract.

L. Retention of Records and Right to Access

The City is a public agency subject to Florida Statutes Chapter 119. The awarded company/firm shall comply with Florida's Public Records Law, as amended. Specifically, the awarded company/firm shall:

1. Keep and maintain public records required by the City in order to perform the service;
2. Upon request from the City's custodian of public records, provide the City with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Florida Statutes Chapter 119, or as otherwise provided by law;
3. Ensure that public records that are exempt or confidential and exempt from public record are maintained.
4. Requirements are not disclosed except as authorized by law;
5. Ensure that public records that are exempt or confidential and exempt from public records disclosure

requirements are not disclosed except as authorized by law for the duration of the agreement/contract term and following completion of the agreement/contract if the awarded company/firm does not transfer the records to the City; and

6. Upon completion of the agreement/contract, transfer all public records in possession of the awarded company/firm at no cost to the City, or keep and maintain public records required by the City to perform the service. If the awarded company/firm transfers all public records to the City upon completion of the agreement/contract, the awarded company/firm shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the awarded company/firm keeps and maintains public records upon completion of the agreement/contract, the awarded company/firm shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the City, upon request from the City's custodian of public records, in a format compatible with the City's information technology systems.

M. Communications

No negotiations, decisions, or actions shall be initiated or executed by the company/firm as a result of any discussions with any City employee. Only those communications in writing from the City may be considered duly authorized expressions on behalf of the City. In addition, only communications that are in writing from an authorized representative of the company/firm will be recognized by the City as duly authorized expressions on behalf of the respective company/firm.

N. No Discrimination

No discrimination shall be made on the basis of race, sex, color, age, religion, or national origin in the operations conducted under any agreement/contract with the City.

O. Independent Contractor

The awarded company/firm will conduct business as an independent contractor/consultant under the terms of the agreement/contract. Personnel services provided by the awarded company/firm shall be provided by employees of the awarded company/firm and subject to supervision by the awarded company/firm, and not as City officers, employees, or agents. Personnel policies, tax responsibilities, social security and health insurance, employee benefits, purchasing policies, and other similar administrative procedures applicable to services rendered under the agreement/contract shall be those of the awarded company/firm.

P. Staff Assignment

The City of Pompano Beach reserves the right to approve or reject, for any reason, Firm's staff assigned to this project at any time. Background checks may be required.

Q. Agreement/Contract Terms

The agreement/contract resulting from this solicitation shall include, but not be limited to, the following terms:

- The agreement/contract shall include, at a minimum, the entirety of this solicitation and the awarded proposal. The City of Pompano Beach City Attorney shall prepare it.
- If the City defends any claim, demand, cause of action, or lawsuit arising out of any act, action, negligent acts or negligent omissions, or willful misconduct of the contractor/consultant, its employees, agents, or servants during the performance of the agreement/contract, whether directly or indirectly, awarded
The company/firm agrees to reimburse the City for all expenses, attorney's fees, and court costs incurred in defending such claim, cause of action, or lawsuit.

R. Waiver

It is agreed that no waiver or modification of the agreement/contract resulting from this solicitation or of any covenant, condition, or limitation contained in it shall be valid unless it is in writing and duly executed by the party to be charged with it. No evidence of any waiver or modification shall be offered or received in evidence in any proceeding, arbitration, or litigation between the parties arising out of or affecting the agreement/contract or the right or obligations of any party under it unless such waiver or modification is in writing, duly executed as previously provided. The parties agree that the provisions of this paragraph may not be waived except by a duly executed writing.

S. Survivorship Rights

The agreement/contract resulting from this solicitation shall be binding on and inure to the benefit of the respective parties and their executors, administrators, heirs, personal representatives, successors, and assigns.

T. Manner of Performance

Firm agrees to perform its duties and obligations under the agreement/contract resulting from this solicitation professionally and in accordance with all applicable local, federal, and state laws, rules, and regulations.

Firm agrees that the services provided under the agreement/contract resulting from this solicitation shall be provided by educated, trained, experienced, certified, and licensed employees in all areas encompassed within its designated duties. Firm agrees to furnish the City of Pompano Beach with all documentation, certification, authorization, license, permit, or registration currently required by applicable laws, rules, and regulations. Firm further certifies that it and its employees are now in and will maintain good standing with such governmental agencies and that it and its employees will keep all licenses, permits, registration, authorization, or certification required by applicable laws or regulations in full force and effect during the term of the agreement/contract. Failure of the Firm to comply with this paragraph shall constitute a material breach of the agreement/contract.

U. Acceptance Period

Proposals submitted in response to this solicitation must be valid for no less than one hundred and twenty (120) days from the closing date.

V. Conditions and Provisions

The completed proposal (together with all required attachments) must be submitted electronically to the City on or before the time and date as written herein. By electronically submitting a proposal, all firms shall agree to comply with all of this solicitation's conditions, requirements, and instructions as written or implied herein. All proposals and supporting materials submitted will become the property of the City.

Firm's response shall not contain any alteration to the document posted other than entering data in the spaces provided or including attachments as necessary. By submission of a response, Firm affirms that a complete set of solicitation documents was obtained from the eBid System only, and no alteration of any kind has been made to this solicitation. Exceptions or deviations to this proposal may not be added after the due date.

All firms are required to provide all information requested in this solicitation. Failure to do so may result in the proposal being disqualified.

The City reserves the right to postpone or cancel this solicitation or reject all proposals if, in its sole discretion, it deems it to be in the City's best interest to do so.

The City reserves the right to waive any technical or formal errors or omissions and to reject all proposals or to award an agreement/contract for the items herein, in part or whole, if it is determined to be in the City's best interests to do so.

The City shall not be liable for any costs incurred by the Firm in preparing proposals or for any work performed therein.

W. Standard Provisions

1. Governing Law

Any agreement/contract resulting from this solicitation shall be governed by the laws of the State of Florida, and the venue for any legal action relating to such agreement/contract will be in Broward County, Florida.

2. Licenses

In order to perform public work, the awarded company/firm shall be licensed to do business in Florida, if an entity, and hold or obtain such Contractor and Business Licenses if required by State Statutes or local ordinances.

3. Conflict of Interest

To determine any possible conflict of interest, each Firm must disclose if any Elected Official, Appointed Official, or City Employee is also an owner, corporate officer, or an employee of the company/firm. Suppose any Elected Official, Appointed Official, or City Employee is an owner, corporate officer, or employee. In that case, the Firm must file a statement with the Broward County Supervisor of Elections pursuant to Florida Statute, Section 112.313.

4. Drug-Free Workplace

The awarded company(s)/firm(s) will be required to verify that they will operate a "Drug-Free Workplace" as outlined in Florida Statute, Section 287.087.

5. Public Entity Crimes

A person or affiliate who has been placed on the convicted vendor list following a conviction by a public entity crime may not submit a proposal on an agreement/contract to provide any goods or services to a public entity, may not submit a proposal on an agreement/contract with a public entity for the construction or repair of a public building or public work, may not submit proposals on leases of real property to public entity, may not be awarded or perform work as a contractor, supplier, sub-contractor, consultant or sub-consultant under agreement/contract with any public entity, and may not transact business with any public entity in excess of the threshold amount provided in Florida Statute, Section 287.017, for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

6. Patent Fees, Royalties, And Licenses

Suppose the awarded company/firm requires or desires to use any design, trademark, device, material, or process covered by letters patent or copyright. In that case, the awarded company/firm and his surety shall indemnify and hold harmless the City from any and all claims for infringement because of the use of any such patented design, device, trademark, copyright, material, or process in connection with the work agreed to be performed and shall indemnify the City from any cost, expense, royalty or damage which the City may be obligated to pay because of any infringement at any time during or after completion of the work.

7. Permits

The Awarded Firm shall be responsible for obtaining all permits, licenses, certifications, etc., required by federal, state, county, and municipal laws, regulations, codes, and ordinances to perform the work required in these specifications and to conform to the requirements of said legislation.

8. Familiarity with Laws

It is assumed the selected company(ies)/firm(s) will be familiar with all federal, state, and local laws, ordinances, rules, and regulations that may affect/their services pursuant to this solicitation. Ignorance on the part of the company/firm will not relieve the company/firm from responsibility.

9. Withdrawal of Proposals

A company/firm may withdraw its proposal without prejudice, no later than the advertised deadline for submission of proposals by written communication to the Procurement and Contracts, 1190 N.E. 3rd Avenue, Building C, Pompano Beach, Florida 33060.

10. Composition of Project Team

Company(ies)/Firm(s) are required to commit that the principals and personnel named in the proposal will perform the services throughout the contractual term unless otherwise provided for by way of a negotiated agreement/contract or written amendment to same executed by both parties. No diversion or substitution of principals or personnel will be allowed unless a written request that sets forth the qualifications and experience of the proposed replacement(s) is submitted to and approved by the City in writing.

11. Invoicing/Payment

All invoices should be sent to the contract's user department. Per Florida Statutes, Chapter 218, payment will be made within forty-five (45) days after receipt of a proper invoice.

12. Public Records

- a. The City of Pompano Beach is a public agency subject to Florida Statutes, Section 119. The awarded company/firm shall comply with Florida's Public Records Law, as amended. Specifically, the Awarded Firm shall:
 - i. Keep and maintain public records required by the City in order to perform the service;
 - ii. Upon request from the City's custodian of public records, provide the City with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Florida Statutes, Section 119, or as otherwise provided by law;
 - iii. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the agreement/contract term and following completion of the agreement/contract if the awarded company/firm does not transfer the records to the City; and
 - iv. Upon completion of the agreement/contract, transfer all public records in possession of the awarded company/firm at no cost to the City, or keep and maintain public records required by the City to perform the service. If the awarded company/firm transfers all public records to the City upon completion of the agreement/contract, the awarded company/firm shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the awarded company/firm keeps and maintains public records upon completion of the agreement/contract, the contractor/consultant shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the City, upon request from the City's custodian of public records, in a format compatible

- with the City's information technology systems.
- b. Failure of the contractor/consultant to provide the above-described public records to the City within a reasonable time may subject the contractor/consultant to penalties under Florida Statute Section 119.10, as amended.

PUBLIC RECORDS CUSTODIAN

IF THE CONTRACTOR/CONSULTANT HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S/CONSULTANT'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS AGREEMENT/CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:

CITY CLERK
100 W. Atlantic Blvd., Suite 253, Pompano Beach, Florida 33060
Phone: (954) 786-4611
[**RecordsCustodian@copbfl.com**](mailto:RecordsCustodian@copbfl.com)

X. Questions, Communication, and Addendums

All questions regarding this solicitation will be submitted using the Questions feature in the eBid System. Oral and other interpretations or clarifications will be without legal effect. Addendum/Addenda will be posted to this solicitation in the eBid System, and it is the firm's responsibility to obtain all addenda before submitting a response to this solicitation.

Issuing a written addendum or posting an answer in response to a question submitted using the Questions feature in the eBid System are the only official methods for interpretation, clarification, or additional information. If any addendum is issued to this solicitation, the addendum will be issued via the eBid System. Before submitting its response, each firm shall be responsible for contacting the City's Procurement and Contracts Department at (954) 786-4098 to determine if an addendum was issued and to make such an addendum a part of its proposal. Each addendum will be posted to the solicitation in the eBid System.

Y. Protest Procedures

The Protest Procedures established within the Procurement and Contracts Procedures Manual and Section 120.57, Florida Statutes, must be followed to file a valid Protest to this solicitation. Protests concerning the proposed solicitation award must be filed in writing with the Procurement and Contracts Director to be considered. They may only be filed by bidders or firms whose solicitation or award may aggrieve. The initial protest must be addressed to the following:

Director of Procurement and Contracts, City of Pompano Beach
1010 N.E. 3rd Avenue, Pompano Beach, Florida 33060

END OF THE RLI



**City of Pompano Beach
Procurement and Contracts Department
1010 N.E. 3rd Avenue
Pompano Beach, Florida, 33060**

September 4, 2025

ADDENDUM #1

RLI25-072 Water and Reuse Treatment Plant Projects - CCNA

To Whom It May Concern,

Addendum #1 is posted on the City's eBid website: <http://pompanobeachfl.ionwave.net>. Acknowledge receipt of this Addendum using the Addendum Attribute on the Attributes tab in the eBid System.

Internal software settings have been adjusted to solve a technical issue.

The deadline for receiving written questions in the eBid System is **September 22, 2025, at 12:00:00 p.m. (local).**

The deadline for accepting proposals in the eBid system is **October 1, 2025, at 2:00:00 p.m. (local).**

The remainder of the solicitation is unchanged at this time.

Sincerely,

Jeffrey English,
Purchasing Agent.

cc: website



**City of Pompano Beach
Procurement and Contracts Department
1010 N.E. 3rd Avenue
Pompano Beach, Florida, 33060**

September 8, 2025

ADDENDUM #2

RLI25-072 Water and Reuse Treatment Plant Projects - CCNA

To Whom It May Concern,

Addendum #2 is posted on the City's eBid website: <http://pompanobeachfl.ionwave.net>. Acknowledge receipt of this Addendum using the Addendum Attribute on the Attributes tab in the eBid System.

All documents for this solicitation have been updated to allow access to the public.

The deadline for receiving written questions in the eBid System is **September 22, 2025, at 12:00:00 p.m. (local)**.

The deadline for accepting proposals in the eBid system is **October 1, 2025, at 2:00:00 p.m. (local)**.

The remainder of the solicitation is unchanged at this time.

Sincerely,

Jeffrey English,
Purchasing Agent.

cc: website



**City of Pompano Beach
Procurement and Contracts Department
1010 N.E. 3rd Avenue
Pompano Beach, Florida, 33060**

October 1, 2025

ADDENDUM #3

RLI25-072 Water and Reuse Treatment Plant Projects - CCNA

To Whom It May Concern,

Addendum #3 is posted on the City's eBid website: <http://pompanobeachfl.ionwave.net>. Acknowledge receipt of this Addendum using the Addendum Attribute on the Attributes tab in the eBid System.

The link to a recording of the pre-proposal meeting is as follows:

[https://copb-purchasing.s3.us-east-1.amazonaws.com/RLI25-072_Water+and+Reuse+Treatment+Plant+Projects++CCNA/Pre-Proposal+Meeting+for+RLI25-072+Water+and+Reuse+Treatment+Plant+Projects+\(CCNA\).mp4](https://copb-purchasing.s3.us-east-1.amazonaws.com/RLI25-072_Water+and+Reuse+Treatment+Plant+Projects++CCNA/Pre-Proposal+Meeting+for+RLI25-072+Water+and+Reuse+Treatment+Plant+Projects+(CCNA).mp4)

RLI25-072_meeting_saved_chat.txt, which contains the meeting's participants, has been uploaded to the Attachments tab of the City's eBid System.

The Addendum-2 notice has been uploaded to the Attachments tab of the City's eBid System.

The deadline for receiving written questions in the eBid System has passed.

The deadline for accepting proposals in the eBid system is **October 1, 2025, at 2:00:00 p.m. (local)**.

The remainder of the solicitation is unchanged at this time.

Sincerely,

Jeffrey English,
Purchasing Agent.

cc: website



**City of Pompano Beach
Procurement and Contracts Department
1010 N.E. 3rd Avenue
Pompano Beach, Florida, 33060**

October 1, 2025

ADDENDUM #4

RLI25-072 Water and Reuse Treatment Plant Projects - CCNA

To Whom It May Concern,

Addendum #4 is posted on the City's eBid website: <http://pompanobeachfl.ionwave.net>. Acknowledge receipt of this Addendum using the Addendum Attribute on the Attributes tab in the eBid System.

The deadline for receiving written questions in the eBid System has passed.

The deadline for accepting proposals in the eBid system has been extended to **October 8, 2025, at 2:00:00 p.m. (local)**.

The remainder of the solicitation is unchanged at this time.

Sincerely,

Jeffrey English,
Purchasing Agent.

cc: website



**City of Pompano Beach
Procurement and Contracts Department
1010 N.E. 3rd Avenue
Pompano Beach, Florida, 33060**

October 2, 2025

ADDENDUM #5

RLI25-072 Water and Reuse Treatment Plant Projects - CCNA

To Whom It May Concern,

Addendum #5 is posted on the City's eBid website: <http://pompanobeachfl.ionwave.net>. Acknowledge receipt of this Addendum using the Addendum Attribute on the Attributes tab in the eBid System.

The deadline for accepting questions has been extended to **October 7, 2025, at 12:00 p.m. (local)**

The deadline for accepting proposals in the eBid system is **October 15, 2025, at 2:00:00 p.m. (local)**.

The remainder of the solicitation is unchanged at this time.

Sincerely,

Jeffrey English,
Purchasing Agent.

cc: website



Florida's Warmest Welcome

Procurement & Contracts Department

Mary Rivero, Director

mary.rivero@copbfl.com

RLI #:	<u>RLI25-072</u>	Tentative City Commission Meeting Date*:	<u>TBD</u>
RLI Title:	<u>Water and Reuse Treatment Plant Projects - CCNA</u>	# Notified:	<u>145</u> # Downloaded: <u>14</u>
		# of Responses Rec'd:	<u>6</u> # of "No Bids": <u>1</u>
For:	<u>Utilities</u>	RFP Opening Date:	<u>OCTOBER 15, 2025</u>
	(Department)		

POSTING OF RFP RECOMMENDATION/TABULATION: RLI Recommendations and Tabulations will be posted in the eBid System IonWave on December 16, 2025, at 9:10 PM and will remain posted for 72 hours. Any person who may be adversely affected by the decision or intended decision shall file a notice of protest in writing within 72 hours of posting the notice of the decision or intended decision. The formal written protest shall be filed within ten (10) days after the date the notice of protest is filed. Failure to file a notice of protest or a formal written protest shall constitute a waiver of proceedings under this chapter. Section 120.57(3)(b), Florida Statutes, states that "The formal written protest shall state with particularity the facts and law upon which the protest is based." Saturdays, Sundays, state holidays, and days when the City is closed shall be excluded from the computation of the 72-hour time period provided. Filings shall be at the office of the Director of Procurement and Contracts, 1010 NE 3rd Avenue, Pompano Beach, FL 33060. Any person who files an action protesting an intended decision shall post with the City, at the time of filing the formal written protest, a protest bond, payable to the City of Pompano Beach, Florida, in an amount equal to one percent (1%) of the estimated value of the contract. Failure to submit the protest bond within the time allowed for filing a bond shall constitute a waiver of the right to protest. Failure to file a protest within the time prescribed in Section 120.57(3), Florida Statutes, or failure to post the protest bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under Chapter 120, Florida Statutes.

(*) The Cone of Silence, as stated in the solicitation, is in effect until the City Commission approves or rejects it. Confirm with the Purchasing Agent of record for the date the Cone of Silence has concluded.

RECOMMENDATION TABULATION

The City of Pompano Beach, Florida, issued Request for Letters of Interest (RLI25-072) Water and Reuse Treatment Plant Projects pursuant to the Consultants' Competitive Negotiation Act (CCNA). The solicitation closed with the receipt of six (6) Letters of Interest, all of which were reviewed and determined to be responsive and responsible submissions.

- ARCADIS US, INC.
- CAROLLO ENGINEERS, INC.
- HAZEN AND SAWYER.
- MCCAFFERTY BRINSON CONSULTING, LLC.
- STANTEC CONSULTING INC.
- TETRA TECH, INC.

On December 16, 2025, the appointed Evaluation Committee convened in accordance with the RLI, Procurement and Contracts Procedure Manual, and the Sunshine Law. The Committee conducted a comprehensive review of all responsive submissions, applying the published evaluation criteria to score and rank each firm.

Based on the evaluation results, the Evaluation Committee hereby recommends an award to the following five (5) highest-ranked firms (*) under RLI25-072 – Water and Reuse Treatment Plant Projects (CCNA):

FIRM	RANKING
MCCAFFERTY BRINSON CONSULTING, LLC.	1
CAROLLO ENGINEERS, INC.	2
ARCADIS US, INC.	3
HAZEN AND SAWYER (*)	4
STANTEC CONSULTING INC. (*)	5

(*) HAZEN AND SAWYER and STANTEC CONSULTING INC. received identical evaluation scores. Accordingly, the Evaluation Committee determined that both firms are recommended for the award.

By: Michael Lee Date: 12/16/2025
Purchasing Agent



[Department of State](#) / [Division of Corporations](#) / [Search Records](#) / [Search by Entity Name](#) /

Detail by Entity Name

Foreign Profit Corporation

STANTEC CONSULTING SERVICES INC.

Filing Information

Document Number	F01000005948
FEI/EIN Number	11-2167170
Date Filed	11/14/2001
State	NY
Status	ACTIVE
Last Event	CORPORATE MERGER
Event Date Filed	12/27/2007
Event Effective Date	12/31/2007

Principal Address

410 17TH STREET
SUITE 1400
DENVER, CO 80202

Changed: 04/16/2023

Mailing Address

10220 - 103 AVENUE NW
SUITE 300
EDMONTON T5J 0K4 CA

Changed: 07/24/2023

Registered Agent Name & Address

CORPORATION SERVICE COMPANY
1201 HAYS STREET
TALLAHASSEE, FL 32301

Name Changed: 02/14/2013

Address Changed: 02/14/2013

Officer/Director Detail

Name & Address

Title Director, VP, Asst. Secretary

STONE, JEFFREY P
61 COMMERCIAL STREET
SUITE 100
ROCHESTER, NY 14614

Title President

JOHNSTON, GORDON A
10220 - 103 AVENUE NW
SUITE 300
EDMONTON T5J 0K4 CA

Title Secretary

HEISLER, CHRISTOPHER O
10220 - 103 AVENUE NW
SUITE 300
EDMONTON T5J 0K4 CA

Title VP

CASTELLA, RAMON
901 PONCE DE LEON BLVD
SUITE 900
CORAL GABLES, FL 33134

Title VP

WILHOIT, KRISTOPHER
6920 PROFESSIONAL PARKWAY EAST
SARASOTA, FL 34240

Title Senior Principal

STOKER, DOUGLAS E
380 PARK PLACE BOULEVARD
SUITE 300
CLEARWATER, FL 33759

Title VP

HOLMES, MEGAN
1500 SPRING GARDEN STREET
SUITE 1100
PHILADELPHIA, PA 19130

Title Senior Principal

BUTTARI, SCOTT
6920 PROFESSIONAL PARKWAY EAST
SARASOTA, FL 34240

Title VP

BURNHAM, ANDREW
777 S HARBOUR ISLAND BLVD
STE 600
TAMPA, FL 33602

Title VP

CLORE, AMY
777 S HARBOUR ISLAND BLVD
STE 600
TAMPA, FL 33602

Title Director, COO, EVP

Reisbord, Susan
1060 Andrew Drive
Suite 140
West Chester, PA 19308-5602

Title Treasurer

Culmone, Vito
200-325 35 Street SE
Calgary, Alberta T2A 7H8 CA

Title SVP

Jaegerman, Adriana
One Biscayne Tower
2 South Biscayne Boulevard
Suite 1670
Miami, FL 33131-2709

Title Principal

Cunningham, Robert R.
6920 Professional Parkway East
Sarasota, FL 34240-8414

Title VP

Aceto, Frank
 1060 Andrew Drive
 Suite 140
 West Chester, PA 19308-5602

Annual Reports

Report Year	Filed Date
2025	01/02/2025
2025	01/06/2025
2026	01/07/2026

Document Images

01/07/2026 -- ANNUAL REPORT	View image in PDF format
08/12/2025 -- AMENDED ANNUAL REPORT	View image in PDF format
08/11/2025 -- AMENDED ANNUAL REPORT	View image in PDF format
06/11/2025 -- AMENDED ANNUAL REPORT	View image in PDF format
01/06/2025 -- AMENDED ANNUAL REPORT	View image in PDF format
01/02/2025 -- ANNUAL REPORT	View image in PDF format
01/22/2024 -- ANNUAL REPORT	View image in PDF format
11/06/2023 -- AMENDED ANNUAL REPORT	View image in PDF format
09/12/2023 -- AMENDED ANNUAL REPORT	View image in PDF format
07/27/2023 -- AMENDED ANNUAL REPORT	View image in PDF format
07/24/2023 -- AMENDED ANNUAL REPORT	View image in PDF format
04/16/2023 -- ANNUAL REPORT	View image in PDF format
04/29/2022 -- ANNUAL REPORT	View image in PDF format
04/16/2021 -- ANNUAL REPORT	View image in PDF format
01/16/2020 -- ANNUAL REPORT	View image in PDF format
05/03/2019 -- AMENDED ANNUAL REPORT	View image in PDF format
04/06/2019 -- ANNUAL REPORT	View image in PDF format
03/15/2018 -- ANNUAL REPORT	View image in PDF format
02/16/2017 -- ANNUAL REPORT	View image in PDF format
08/26/2016 -- AMENDED ANNUAL REPORT	View image in PDF format
04/21/2016 -- ANNUAL REPORT	View image in PDF format
02/05/2015 -- ANNUAL REPORT	View image in PDF format
04/17/2014 -- ANNUAL REPORT	View image in PDF format
04/03/2013 -- AMENDED ANNUAL REPORT	View image in PDF format
02/14/2013 -- ANNUAL REPORT	View image in PDF format
02/29/2012 -- ANNUAL REPORT	View image in PDF format
02/01/2011 -- ANNUAL REPORT	View image in PDF format
09/07/2010 -- ANNUAL REPORT	View image in PDF format
04/27/2010 -- ANNUAL REPORT	View image in PDF format
04/22/2009 -- ANNUAL REPORT	View image in PDF format

Exhibit B – Cover Page

- 1. Consultant's Proposal**
- 2. Consultant's Response**
- 3. Local Business Forms**
- 4. Consultant's Rate Sheet**

RLI 25-072

Water and Reuse Treatment Plant Projects Continuing Contracts

City of Pompano Beach, FL



Title Page

Project Name and Number

Water and Reuse Treatment Plant Projects – Continuing Contracts (CCNA)
No. RLI 25-072

Firm Name, Address, and Phone Number

Stantec Consulting Services Inc.
800 Fairway Drive, Suite 195
Deerfield Beach, Florida 33441

Points of Contact

Neil Johnson, PG
(954) 806-7106
neil.johnson@stantec.com

Oscar Bello, PE
(954) 650-0164
oscar.bello@stantec.com

Date

October 15, 2025

Table of Contents

Letter of Transmittal	05
Technical Approach	08
References	18
Project Team Form	26
Organizational Chart	29
Statement of Skills and Experience of Project Team	32
Resumes of Key Personnel	44
Office Locations	59
Litigation	61
City Forms	64
Reviewed and Audited Financial Statements	77
Insurance	133





Letter of Transmittal



800 Fairway Drive, Suite 195
Deerfield Beach, Florida 33441

October 15, 2025

Purchasing Manager
City of Pompano Beach
100 West Atlantic Blvd.
Pompano Beach, FL 33060

**RE: RLI 25-072, Water and
Reuse Treatment Plant
Projects – Continuing
Contracts (CCNA)**

Dear Purchasing Manager and Members of the Selection Committee:

Stantec Consulting Services Inc. (Stantec), established in 1954, is pleased to submit our response to RLI 25-072, Water and Reuse Treatment Plant Projects, for the City of Pompano Beach. This contract represents a key step in ensuring the continued reliability of the City's water and reuse infrastructure, delivering safe, dependable, and sustainable service to residents, businesses, and the broader community.

For more than 25 years, Stantec has proudly partnered with the City of Pompano Beach, providing in-depth expertise and direct support for its water treatment facilities, supply wells, injection well systems, and reuse operations. With this history of collaboration, we bring not only technical knowledge but also a clear understanding of the City's priorities and long-term infrastructure goals.

To support this effort, Stantec is responding with a dedicated local team, strategically assembled for their specific technical skills and proven experience in delivering complex water and reuse projects. Our strong presence in Pompano Beach ensures responsiveness, efficiency, and a commitment to maintaining excellence in service.

Together, the Stantec team will bring:

A Deep Bench of Local Experience

We are leaders in hydrogeology, treatment plant design, conveyance design, permitting and construction in the Tri-County area. Stantec is the prime consultant for the MDWASD \$1.9B Consent Decree in Miami-Dade, where we are the Engineer of Record for improvements to the three (3) largest wastewater treatment plants, totaling 308 million gallons per day (MGD) annual average day flow capacity. In compliance with Ocean Outfall Legislation, Stantec designed, permitted, and oversaw the construction of nineteen (19) new Class I Deep Injection Wells at three (3) project sites. This project is described in the Past Performance section of this proposal. We are the pioneers for water reuse, having designed the first reuse plant in Broward County for the City of Pompano Beach, "Our Alternative Supply Irrigation System" (OASIS). More importantly, we have several General Engineering Services contracts for various utilities within Broward County.

Reputable, Experienced, and Dedicated Project Team

This Water and Reuse contract requires a seasoned leader with deep regional experience and strong client relationships. Stantec is proud to continue assigning **Neil Johnson, PG**, as Principal-in-Charge. With over 35 years of expertise in water, wastewater, and reuse systems, as well as project management and regulatory compliance in Florida, Neil brings unmatched leadership to this role. His longstanding relationship with the City of Pompano Beach, spanning more than 15 years, qualifies him as a trusted and familiar point of contact for City staff. Neil will oversee all aspects of contract management and remain actively engaged in every task, ensuring continuity, responsiveness, and excellence throughout the duration of the contract.

As Project Manager, **Oscar Bello, PE**, brings 25 years of experience designing water and wastewater projects, including managing multi-discipline teams for treatment plants, pump stations, pipelines, construction oversight, and testing. Oscar has played key roles on projects including the Water Treatment Expansion, IW No. 2, and DZMW 1R. As a resident of Pompano Beach, Oscar is deeply committed to the City's success and is always accessible to respond quickly and effectively to emerging needs.

Proven History of Project Success and Future-Ready Expertise

Stantec's long-standing relationship with the City of Pompano Beach is built on a foundation of trust, performance, and results. Since 1998, when our team led the Reuse Master Plan upgrade, we have consistently delivered successful, complex projects that support the City's evolving infrastructure needs. Our history demonstrates our deep understanding of the City's systems, priorities, and expectations.

Recent projects that showcase this success include:

- Dual Zone Monitoring Well 1R (DZMW-1R)
- Water Treatment Expansion (as subconsultants to MBC)
- Deep Injection Well (DIW) No. 2 (IW-2)
- DIW MIT & UIC
- SWIM and Wellfield Maintenance

Looking ahead, Stantec's team brings future-ready capabilities that go beyond today's requirements. Our staff includes nationally recognized experts in Potable Direct Reuse (DPR), positioning us to support the City in advancing innovative water solutions and long-term sustainability goals. The representative projects listed in the References section of this proposal further validate our ability to deliver complex assignments on schedule, within budget, and to the highest standards of quality. With Stantec, the City of Pompano Beach gains a trusted consultant equipped to lead both current initiatives and future advancements.

In closing, we sincerely appreciate the opportunity to present our Statement of Qualifications. Our entire Team looks forward to continuing to work with you and the City's staff to maintain our successful, long-term working relationship.

Please contact Neil or Oscar at the information below if you have any specific questions regarding this proposal package.

Sincerely,

Stantec Consulting Services Inc.



Neil Johnson, PG
Principal-in-Charge
(954) 806-7106
neil.johnson@stantec.com



Oscar Bello, PE, DBIA
Project Manager
(954) 650-0164
oscar.bello@stantec.com



Technical Approach

Stantec has proudly worked with the City of Pompano Beach since 1998, beginning with the OASIS Facility Master Plan. Over the past 27 years, we have worked side by side with City staff to plan, design, and deliver critical water and reuse infrastructure that supports the community today while preparing for the growth of tomorrow. This long history has not only built institutional knowledge within our team but also fostered a true relationship with the City, one rooted in responsiveness, trust, and a shared vision for reliable water resources.

To continue this relationship, Stantec has committed **Neil Johnson, PG**, as Principal-in-Charge. Neil has worked directly with the City for more than 15 years and possesses a deep understanding of the City's water and reuse systems. His historical knowledge allows us to anticipate challenges, build on past successes, and increase continuity across projects. Supporting Neil is **Oscar Bello, PE**, Stantec's Senior Project Manager, who has played key roles on projects including the Water Treatment Expansion, IW-2 and DZMW-1R. As a resident of Pompano Beach, Oscar is deeply committed to the City's success and is always accessible to respond quickly and effectively to emerging needs.

Together, this strong, locally committed leadership team will deliver projects on time and on budget. Stantec applies a disciplined approach to project delivery that emphasizes schedule adherence, cost control, and proactive communication. By combining proven management practices with technical innovation, we balance constructability, operational efficiency, and long-term performance, resulting in value that minimizes lifecycle costs while protecting public investment. This reflects not only our understanding of the City's unique needs but also our dedication to providing practical, forward-thinking solutions that exceed expectations and strengthen Pompano Beach's water and reuse systems for the future.

Looking ahead, we recognize the City's priorities and have identified potential projects that will benefit greatly from our team's experience:

- Water Supply Wells Rehabilitation Support
- SMART Wellfield Implementation – Essential to a 100% membrane WTP
- SWIM – Saltwater Intrusion Monitoring
- MIT & UIC Renewal – IW1R
- West Wellfield Impact Support
- Raw Water Supply Alternatives Study – Direct Potable Reuse (DPR)
- Well Maintenance and Testing Program
- Wellfield Performance and Relocation Study – Eastern Wellfield

Regardless of the project, Stantec's commitment is unwavering. We will design with quality, manage schedules with precision, control costs responsibly, and provide the trusted advice the City of Pompano Beach has come to expect from a true long-term partner.

Our Commitments

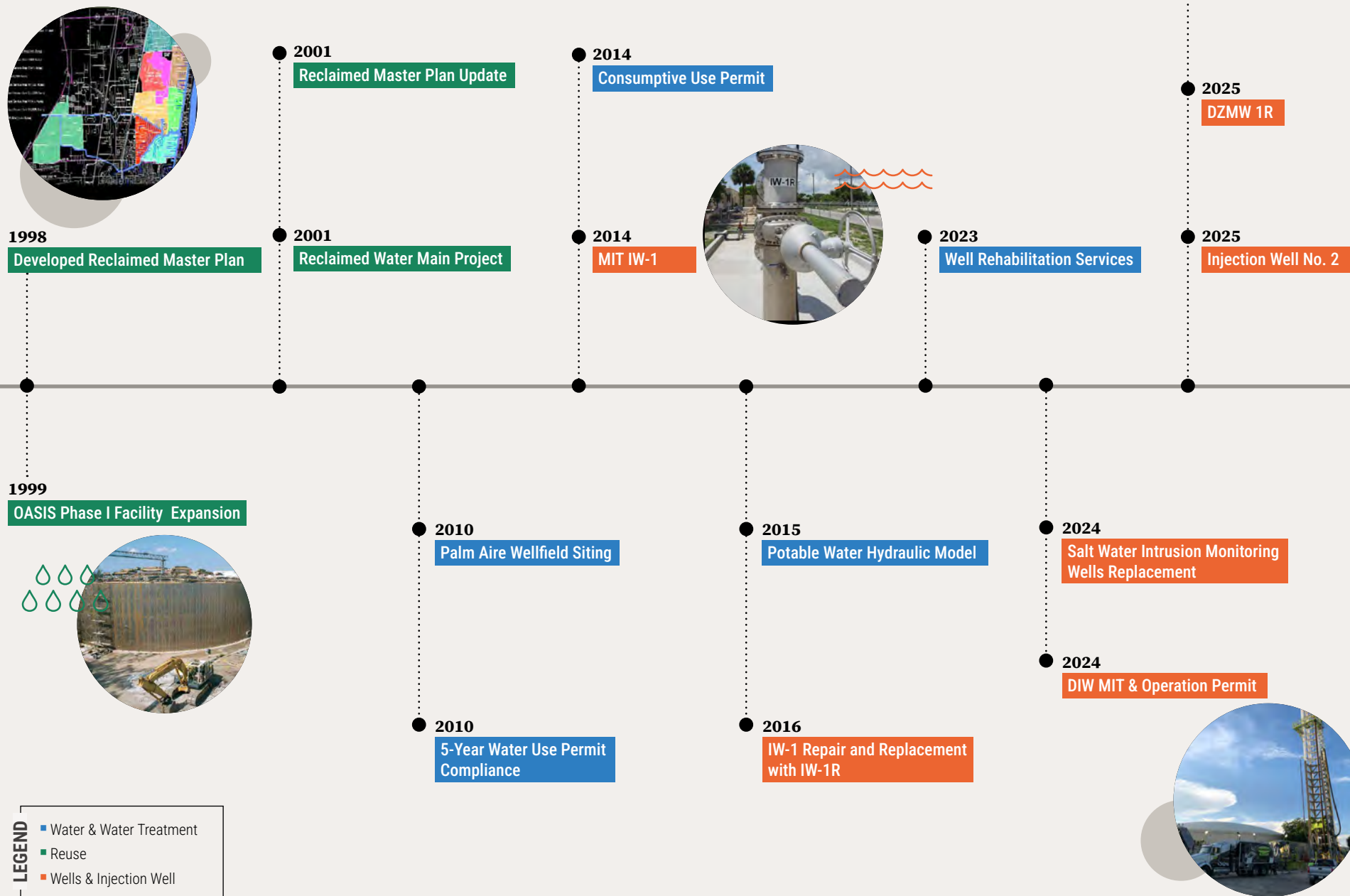
- We will follow a successfully proven detailed project management plan, including strong communication guidelines and adherence to project schedule
- We will provide suggestions and ideas for innovative solutions
- We will adhere to a stringent quality assurance and quality control plan
- We will provide consulting opinions and advice, as requested regarding specific projects, working as an extension of Department staff

Each commitment helps Stantec to deliver expert consulting advice, design and engineering services that meet and exceed our clients' expectations. Additionally, we have developed and will apply innovative concepts and practices that are certain to exceed the City's expectations and contract obligations of our services and the objectives of these projects. Our specific approach to the potential projects is described in the following pages.



Long Standing History with City of Pompano Beach

The timeline below shows just a few relevant projects across our 25+ year relationship with the City.



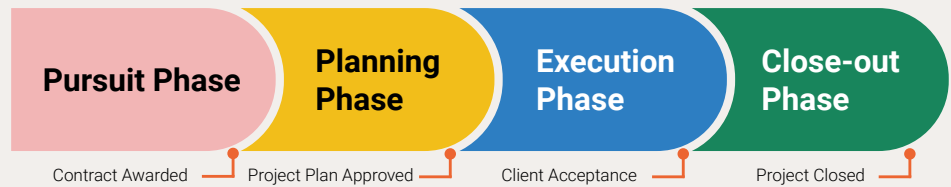
LEGEND

- Water & Water Treatment
- Reuse
- Wells & Injection Well

Our management approach to projects assigned in these type of services is based on the application of consistent practices through the project lifecycle. From the early conception of a project or task order, we use a robust process to guide project teams toward project delivery excellence.

Project Life Cycle

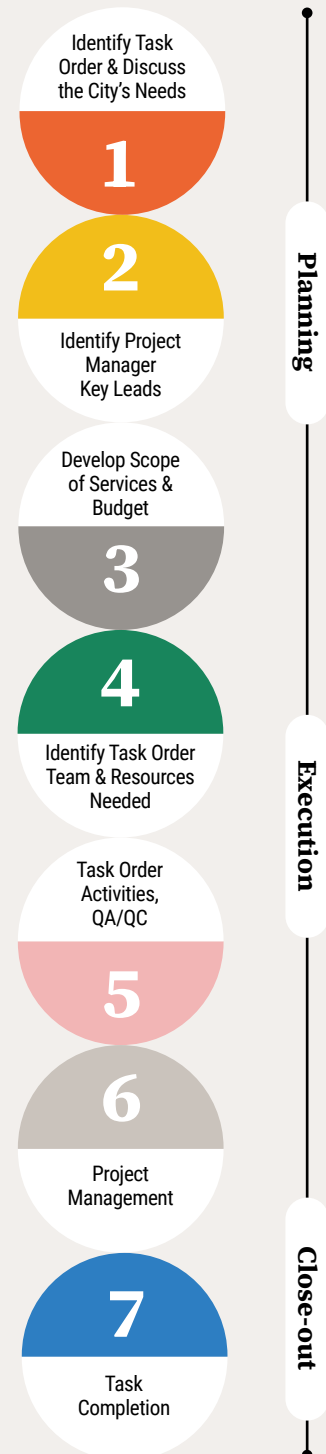
Project delivery requirements are aligned to the project lifecycle so that all team members know what to do, when to do it, who is responsible, and how it is done.



Best Practices in Project Delivery

- **Defining roles and responsibilities** for project leadership and key staff and setting commitment expectations for project resources
- **Estimating costs** using a bottoms up approach and work breakdown structure
- **Communicating clear understanding** of client objectives across the project team
- **Defining scope** specifically and breaking work down into manageable and logical activities
- **Sequencing activities** to meet deadlines and using resources efficiently
- **Anticipating risks** and planning responses appropriately
- **Planning communication** among project team members effectively to enable frequent exchanges of information between all project team members, the client, and stakeholders
- **Planning and budgeting** Health and Safety, Quality, and Environmental issues with control measures put in place to achieve expected results
- **Monitoring costs and value** to allow for error correction and the calculation of variances as the project gets executed

Key Project Levels





1 City's Needs and Identify Task Orders

The Stantec team will respond quickly and effectively to the City's needs. A clear collaborative understanding of the City's needs will allow Stantec to rapidly identify resources and deliver the required expertise at the best possible value. The greatest reductions in overall costs occur in the earliest phases of each project or task through the development of a clear needs assessment and delivery strategy.

2 Contact Project Manager and Key Leads

Once our Project Manager, Oscar has discussed the task order needs with the City staff, he will identify the best team with relevant experience to complete the task. Our leadership team, consisting of our QA/QC Technical Advisors and Project Leads, all have experience working collaboratively in an integrated fashion to deliver successful projects. Key technical leads will facilitate the selection of the support team members based on experience and availability. We are dedicated to providing reliable, professional services when called upon by the City.

Right Person, Right Job

At Stantec, we place a lot of emphasis on assigning roles based on an individual's strengths and natural abilities. We specifically selected a proven multi-disciplinary engineering and support services team to support the City. Our team integrates local water and reuse experts, as well as our hydrogeologists, with our global network of treatment plant experts and worldwide design and construction best practices.

Scope, Schedule and Cost Control

3 Develop Scope of Services & Budget

Oscar will work with Stantec's technical leads and subject matter experts to develop a scope and budget evaluating the associated cost and schedule risks to the project. The draft scope and budget, after internal review, will be submitted to the City. Oscar and the key technical leads will identify potential risks to the project and include assumptions and potential solutions based on their experience and understanding of the project, and incorporate them into the task scope and budget.

Incorporating solutions to manage these constraints early in the planning phase provides the best opportunity for the City to complete projects on schedule and within budget. Project cost and scheduling controls will be developed and maintained for each task.

\$ Realizing the VALUE

We've found including risk mitigation considerations early in the scoping phase helps to ensure the project will meet the initial budget and schedule as planned.

Schedule Development

During the planning phase, Oscar and key technical leads collaborate to develop a project milestone schedule, estimating the timeframe for completing specific project activities. Developed in our scheduling tool, the schedule identifies and commits the required personnel to the project. Linked to the Microsoft project schedule, the budget provides on-demand earned value analysis, forecasting, and reporting to provide early analysis of variances and schedule risks. During execution of the project, Oscar maintains and updates the schedule to achieve completion of the project within deadlines agreed with the client.

Fee Development

The planning phase evaluates the detailed estimates of project resource costs and the estimated revenue to ensure proper control of expenditures to avoid unnecessary overruns. Project fee development will be prepared according to a detailed work breakdown structure estimated from the bottom up. The fee will be developed in accordance with the approved contract rate tables in a time and materials format with a not-to-exceed amount. This detailed level of effort with corresponding deliverables, meetings/workshops, and assumptions identified will facilitate project needs discussions with the City's project manager and ensure expectations amongst all parties are understood.

4 Team Coordination and Communications

Internal Design Team Coordination

Oscar will hold regular progress meetings throughout the project's duration with the design team to track project status and ensure proper resource allocation across the assigned task order projects. After these meetings, Oscar will capture meeting notes, decision logs, and will identify action items for the team. These meetings will provide a regular forum for team members representing various disciplines to share progress, findings, and concerns, and work together toward the development of collaborative solutions. The progress meeting will also provide a means for the team to focus on the early identification of design issues and alternatives and discuss progress specific to each task. Depending on the complexity, schedule, and number of disciplines involved, these meetings will be held monthly at a minimum and as often as weekly for more complex projects.

\$ Realizing the VALUE

A key focus for Stantec is delivering the project as specified, on time, and on budget. We actively seek out client feedback throughout the project life cycle so that we deliver on our commitment.

Accountability

Our standard project management process identifies roles and responsibilities so everyone involved in project delivery is clearly defined. This allows performance expectations to be set and holds individuals as well as the collective team accountable. We continually collect compliance and key performance indicator data to hold team members accountable.



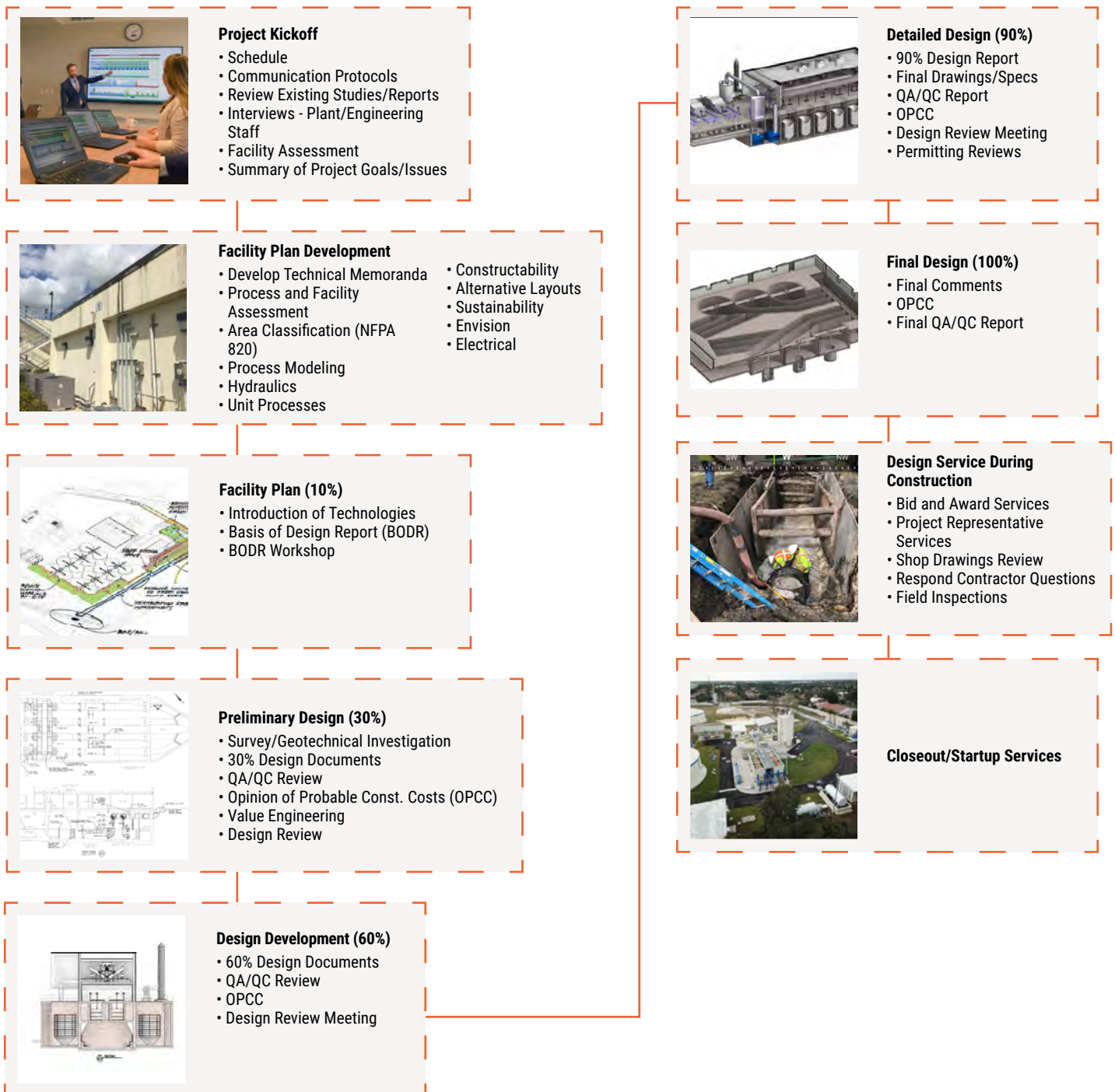
Project Delivery

Our standard project management process ensures roles and responsibilities of everyone involved in project delivery are clearly defined. This allows performance expectations.

5 Task Order Activities, QA/QC

Work Flow Plan

This graphic illustrates the road map Stantec will follow in delivering water and reuse projects for Pompano Beach. It is specifically tailored to meet the City's goals, all milestone and contract requirements, and when and how frequently Stantec will address such critical components as QA/QC, cost estimating, and design review meetings.



During the project kickoff, Stantec will establish quality assurance and control procedures to assure a solid foundation throughout the life of the project.

Final Submittal

- Final Design or Report Checklist
- Print Authorization

Mobilization

- Final Design or Report Checklist
- Print Authorization

Administration & Management

- Project Control Notebook
- Project Files



Technical Completeness

- Checklist System
- Review & Checking Procedures

Technical Quality

- Technical Review Committee Meetings
- Standards for Engineers: Calculations
- Master Specifications

QA/QC Procedures

During the execution phase of a Task Order, Oscar will proactively communicate with the City's Project Manager and staff to facilitate transfer of project information and knowledge across the integrated team. This is typically through a combination of regular meetings, conference calls, and status reports. In accordance with the accepted QA/QC plan, all deliverables will be subject to our rigorous quality review procedures. After completing the internal review procedures, Oscar will submit all deliverables in draft final format to allow the City to review and comment on the work products. We will tabulate and track all review comments for resolution before final submittal of the deliverable.

The QA/QC Plan

The Stantec team will start each component of this project with a Quality Management Plan (QMP) prepared by a team consisting of the Project Manager, QA/QC Manager(s), and key technical staff on the assignment.

The QMP will define QA/QC procedures and responsibilities that are responsive to the City's process and standards and customized to each task. We will develop this plan based on our experience with compiling plans and performing reviews for many other similar projects. Our team partners will also be required to comply with the requirements of the QA/QC plan.

At each stage of project development, from the Facility Planning Report through construction closeout, work products will be reviewed by the appropriate technical reviewer and approved by the QA/QC manager and Project Manager prior to submission to the City

Quality projects result from sound business and engineering practices as well as talented project management and technical staff focused on meeting the City's goals. As part of the QA/QC plan, we will integrate a Quality Management System (QMS) into all phases of the project. The following components are included in the QMS project:

1. Management actively promotes quality in activities and defines responsibilities for maintaining a quality focus.
2. Trained resources, providing quality products.
3. Processes and procedures customized to the Project's needs to promote quality in the delivery of products and services.
4. Specified QA/QC requirements included in all design and construction contracts to conform to the overall QA/QC plan. We use standardized forms for project and design audits to ensure compliance with the QA/QC plan.

6 Project Management

Schedule Control, and Management

Once work starts on the project, the actual schedule progress is tracked and compared to the baseline schedule. The earned value metric used for this is the Schedule Performance Index (SPI). Oscar can easily monitor schedule and cost variances on planned, earned, and actual cost through earned value analysis. Project reporting is also provided on actual versus planned resource loads. On-time delivery is a key metric to assess project performance.

Effective project scheduling plays a crucial role in ensuring project success. Project scheduling impacts the overall finances of a project. Time constraints require project managers to schedule resources effectively.

This is particularly true when resources must have highly specialized skills and knowledge in order to complete a task.

Stantec’s proposed Project Manager Oscar Bello, PE has a track record of delivering projects within the original baseline schedules. During the scoping phase, a comprehensive work breakdown structure is created where budgets, duration and resources are assigned for each task and major activities. The baseline schedule is communicated with the City at the kick-off meeting, where deliverable milestones, workshops, and client review periods are provided in advance.

To keep projects on track, he sets realistic time frames for his team, assigns resources appropriately, promotes communication and manages quality.

Stantec has a successful track record of delivering projects on schedule and in some cases earlier.

Cost Management and Control

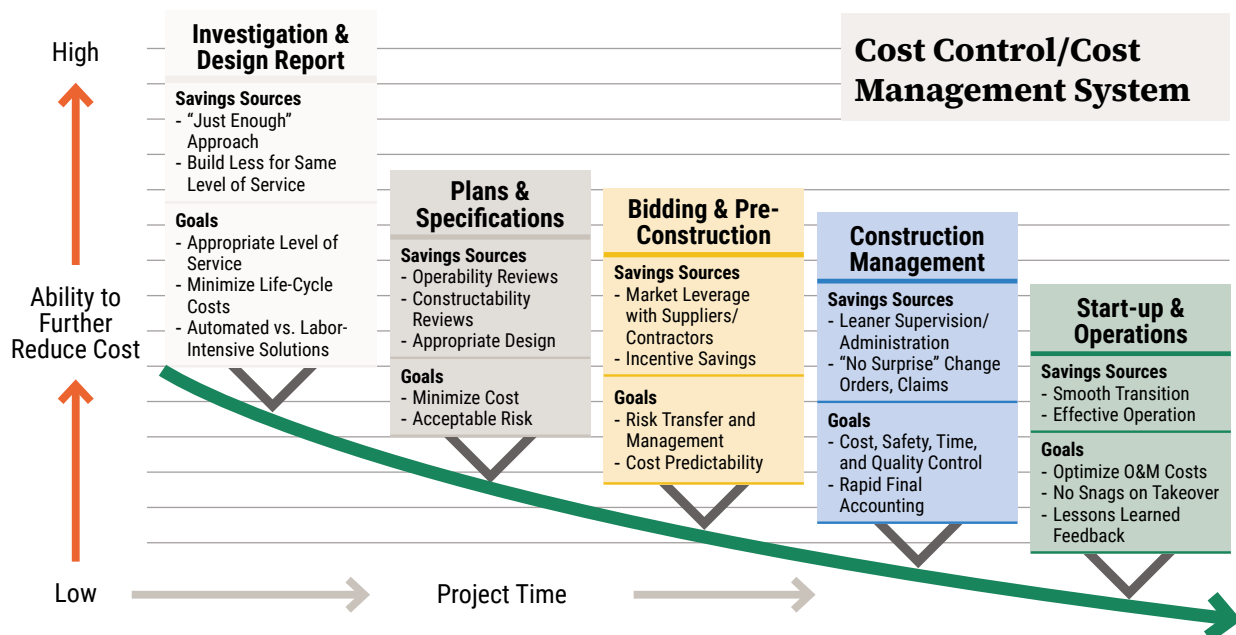
There are two types of cost management and control that our team will work proactively to manage on behalf of the City.

1. Design fee management to complete project within budget
2. Cost of construction managed through technology and design selection, risk transfer, and value engineering

Management of Construction Cost

Early in the project delivery is the greatest ability to impact costs. It is at this early stage that our design team will work with the City to review the level of service required for the given project, minimize life cycle costs, and establish project must-haves and nice-to-haves. As the design gets further developed the focus will shift to cost minimization as a function of constructability and operability of the project followed by market leverage during bidding and preparation of construction contract documents to transfer risk appropriately between the City and the contractor.

The cost control/cost management system graph below illustrates that our ability to reduce costs decreases as the project gets further developed, bid, and then constructed. Stantec will leverage our design, construction, and operations staff, in partnership with the City, to bring these various perspectives to the project to make sure costs are reviewed and minimized at every step of the project development.



Design Fee Management

Stantec uses Oracle for project financial management which has a robust PM Dashboard and drill down information for our Project Managers to use to manage their projects. We use Earned Value Management (EVM) techniques as part of a suite of status reporting to integrate project scope, time, and cost objectives and measure these against the baseline plan during execution of the project. EVM predicts project outcomes based on actual performance to date and facilitates proactive project management, by identifying problems early on, in time to plan and implement corrective actions. Our Project Manager conducts monthly meetings with Senior Project Management Staff to review project performance.

Budget Control

With the initiation of this contract, Oscar will develop and maintain a budget for each project task assignment. Our performance on past projects is demonstrated by our ability to clearly communicate with the clients in a timely manner.

Our ability to consistently achieve project objectives within budget is driven by our commitment to assign the most appropriate technical resources to the project, the diligence taken in developing the proposal to ensure the effort is aligned with your priorities, and delivering on our commitment. The cost estimate will be monitored by the project team during project execution. It will be an agenda item for all team meetings ensuring that the team remains cognizant of the projects' financial constraints. This will allow for early identification of budgetary risks and will empower the City to remain in control of the projects' scope and budget.

Our proven on time/schedule and on budget delivery consisting of successful construction cost estimates

At Stantec, we understand the importance, level of detail needed for preparation of construction cost estimates and the ultimate use of the information. We follow the Association for the Advancement of Cost Engineering (AACE) recommended practice for cost estimating. We also understand the constraint on the utility along with importance of available funding and ability to execute projects based on available funding.

Stantec's in-house cost estimators used to work for contractors and understand details needed to develop Class I and Class II Opinion of Probable Construction Cost (OPCC) per the contract documents. These estimators are connected with local vendors and subcontractors. They also understand that there are many factors affecting the estimate accuracy, a few examples are listed below:

- Degree of project definition
- Familiarity with technology/ vendor inputs
- Complexity of project and execution
- Quality of reference cost estimating
- Assumptions used
- Techniques of estimation employed
- Time and level of effort budgeted for estimating
- Market and pricing conditions
- Currency exchange and trade tariffs

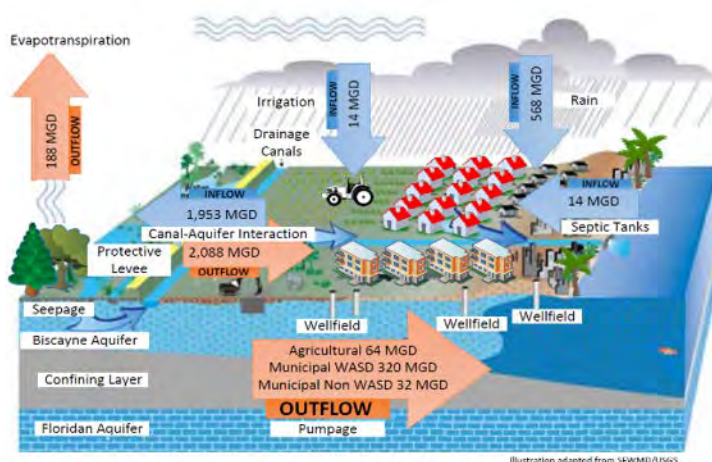
Our estimates are developed to typically match the midpoint of all bids.

The following are just a few examples of how we have been delivering projects on budget and schedule for accelerated design projects and the % difference between our OPCC and the low bid.

Project Description	Design OPCC	Low Bid Price	Difference	% Difference
CD 1.05 Effluent Pump Station	\$23,678,826.00	\$22,413,000.00	\$1,265,826.00	5.3%
CD 1.07 Digesters and Control Buildings, Acid Phase, HW Loop & Substation	\$90,921,698.00	\$81,700,000.00	\$9,221,698.00	10.1%
CD 2.01 Substations 7A 8A, 9A, & 10A	\$ 9,194,154.00	\$ 8,554,000.00	\$ 640,154.00	7.0%
CD 2.08 and 2.10 Return Sludge Pump Station	\$21,337,620.44	\$19,325,000.00	\$2,012,620.44	9.4%
CD 2.08 and 2.10 RAS Pipeline (Emergency Bid)	\$1,740,839.00	\$1,714,543.45	\$ 26,295.55	1.5%
CD 2.11 Effluent Pump Station - ESDC	\$18,643,311.00	\$19,129,000.00	\$485,689.00	-2.6%
CD 2.19 Co-Gen Facility	\$31,353,554.00	\$32,960,000.00	\$1,606,446.00	-5%
CD 3.02 Primary Clarifiers ESDC	\$45,980,243.00	\$44,298,290.00	\$632,692.47	3.7%



References



Miami-Dade County Hydrogeological Services

Miami, FL

Client

Miami-Dade County Water and Sewer Department

Completion Date:

2025

Construction Cost:

\$250M

Stantec Fees:

\$16M

Owner Contact:

Virginia Walsh, PhD, PG
786-552-8266
walshv@miamidade.gov

Project Relevance:

- Wastewater Treatment Plant
- DIW
- Permitting & Regulatory Compliance

Stantec was selected to perform hydrogeologic/geologic services and consultation related to WASD's Wellfields, Injection Wells and Aquifer Storage and Recovery (ASR) Wells, which included geochemical studies, groundwater modeling, monitoring, testing, permitting, design, specialized hydrogeologic oversight during construction and other services as needed.

Injection wells refer to Underground Injection Control (UIC) Class I or Class V Exploratory wells that are drilled into the Lower Floridan Aquifer, including the Boulder Zone and Cretaceous formations beneath the Lower Floridan Aquifer. Stantec also provided hydrogeologic services to WASD by planning and optimizing use of current and future Class I and Class V injection and ASR well systems in the County.

Stantec provided planning, design, permitting, and technical oversight services for 19 new Class I Injection Wells at the North, Central, South, and future West District Wastewater Treatment Plants. Work was required to support WASD in addressing the 2008 Ocean Outfall Legislation (OOL) requirements to cease using ocean outfalls by 2025. WASD increased their injection well capacity by 350MGD as part of the OOL program. All 19 new injection wells and 7 new dual-zone monitor wells have been constructed and tested.

WASD along with the USGS, developed a countywide integrated surface water/groundwater model, published in 2013, and used to evaluate travel times and capture zones around WASD's wellfields. This information was used to guide the County on revising wellfield protection areas. To address the stakeholders' concerns, the Miami-Dade County Board of County Commissioners directed county staff to consider the stakeholders concerns and to conduct further scientific investigations of the proposed revised wellfield protection areas. In fulfillment of the directive from the Board, Miami-Dade County Department of Environmental Resources Management (DERM) established a technical work group (TWG) to evaluate the stakeholder concerns with respect to the USGS modeling effort and make recommendations to address the stakeholders' concerns. Of particular concern was contaminant travel time within rock mine pit excavations which was not specifically modeled in the USGS effort. The Stantec team was contracted by WASD to implement the TWG's recommendations. The Stantec team was also contracted by WASD to conduct peer review of WASD's surface water/groundwater modeling efforts to support their proposed SFWMD Water Use Permit modification.

Stantec's team also supported the WASD modeling staff determining the feasibility of utilizing the C-51 Reservoir Project to increase the Biscayne Aquifer WUP permit allocation.



New Smyrna Beach Continuing Utility Consultant

New Smyrna Beach, FL

Client

City of New Smyrna Beach

Completion Date:

2025

Construction Cost:

TBD

Stantec Fees:

\$1.75M

Owner Contact:

Joseph Bunchr
(386) 424-3000
jcouillard@ucnsb.org

Relevance:

- Task Order Continuing Services Contract
- Condition assessment
- Hydraulic modeling• Planning and final design services
- Process modeling
- Regulatory assistance
- Utility management
- Pilot testing
- Hydraulic modeling
- Planning and final design services

Stantec has been serving the Utilities Commission, City of New Smyrna Beach as their Continuing Utility Consultant since 2019. All of their projects have involved the utilities that they currently provide – electric, water, wastewater and reclaimed water reuse. They operate a 10.3 MGD Water Treatment Plant (WTP), a 7.0 MGD Water Reclamation Facility (7.0 MGD) and provide electric transmission services from four substations located throughout their 70-square mile service territory. The reclaimed water system consists of irrigation of commercial and residential properties, golf courses, sports complexes and green space areas. The system reuses 100% of the wastewater treated. Since 2019, as number of projects have been initiated, which have included:

Optimization Report: This was a report that evaluated their operations at their WTP and WRF to improve, rerate capacity, and capital expenditures. **The work included hydraulic and process modeling of their piping networks and treatment facilities**, preliminary planning and design activities, incorporation of SMART technologies to better manage the utility system, and the development of a capital improvements plan for the overall utility system through 2024.

Triennial Report: Documented the condition and operations of their electric, water, wastewater and reclaimed water systems during the FY 2016 through FY 2019 period. This report provided an analysis for the financial operating conditions of these utilities and rate sufficiency to support the 5-year CIP to meet future growth and expansion requirements of these utilities.

Consulting Engineers Report: This report documented the overall utility system, condition and ability to meet project growth, and the sufficiency of the revenue to support the successful refinancing their Utility System Revenue Bonds.

Interstate 95 Interchange: As part of a new Interchange, Stantec worked with the UCNSB and FDOT staff to incorporate the appropriate utility services (electric, water, wastewater and reclaimed water) and necessary infrastructure for existing and future needs. This project is currently in the preliminary design phase as of July 2020.

Hydraulic Modeling: Updated and calibrated UCNSB's potable water (infoWater) and sewer hydraulic models.

Pellet Softening: A pilot test was performed and the results were included in a Business Case Evaluation for water treatment operations for the Glencoe WTP.



North Port Central and Southwest Water Reclamation Facilities

North Port, FL

Client

North Port Utilities
Department

Completion Date:

2020

Construction Cost:

Central WRF \$22.8M
SW WRF: \$39M

Stantec Fees:

Central WRF \$1.89M
SW WRF: \$375K

Owner Contact:

Susan Brasefield
941-240-8006

Relevance:

- Water Reclamation Facility Planning
- Process Modeling and Evaluation
- Life Cycle Cost Estimating
- Reuse of Existing Structures
- Treatment Capacity Optimization
- Advanced SCADA for Remote Operation
- Construction/Commissioning

The City of North Port is one of the fastest growing communities in southwest Florida. Faced with this growth, the City embarked on a comprehensive and extensive wastewater program to have the necessary facilities in place to meet the demands on the system. Stantec has served as the program and design manager for this wastewater expansion program.

Over the past 20-years, the City has focused on projects to lower energy and sludge management costs and maximize reclaimed water reuse of reclaimed water. At the City's Central WRF, the facilities were converted from a conventional advanced secondary treatment process to one that would biologically reduce the nutrients in the raw wastewater could be easily upgraded to meet lower effluent nutrient requirements. Process modeling was incorporated into the planning phase of the Central WRF to evaluate treatment technologies using existing tankage and site constraints. The Central WRF was ultimately converted to a modified Ludzack-Ettinger (MLE) process that could easily be upgraded to meet advanced levels of nutrient removal, should the regulatory requirements require such. The entire site was master planned to build-out within the wastewater service area for this facility.

Other improvements were sludge dewatering to minimize sludge management costs. These improvements were completed in 2014 and the results indicated that:

- Reclaimed water beneficially reused has increased from 20% to over 77%,
- Nitrogen load in reclaimed water reduced by nearly 70%,
- Annual power costs have reduced by nearly \$163,000, and
- Annual sludge processing costs have reduced by nearly \$250,000.

In 2017, the flows from the West Villages Improvement District began to approach the threshold to construct a new greenfield – the Southwest WRF, and as such, permitting and planning documents were prepared. We executed a number of workshops, focused meetings, and site visits to develop the preliminary engineering and design criteria documents.

Based on these structured workshops/meetings, it was determined that the site could be master planned to treat up to 16 MGD of wastewater. A greenfield 4.0 MGD WRF based on an annual average daily flow was permitted. Based on the current flows and development trends it was determined to construct the facilities in two 2 MGD phases (1A and 1B). The necessary preliminary design documents were prepared that, included design criteria for the facilities through completion of the new phased 4.0 MGD WRF that will be constructed using a Construction Manager at Risk (CMAR) delivery method. Similar facilities and treatment technologies were incorporated into the design criteria to maximize cross-training and operation staff. Additionally, all processes (liquid and solids) were designed and constructed to meet Class 1 Reliability requirements. The Southwest WRF was completed on schedule by the CMAR team (Garney/Kimley Horn) and turned over to the City in January 2021.



Reclaimed Water Expansion Project, Pipeline, and Pump Station Engineering at Polk Power Station

Tampa, FL

Client

Tampa Electric Company

Completion Date:

2018

Construction Cost:

\$9M

Stantec Fees:

\$2.5M

Owner Contact:

Catherine Magliocco, PE
(813) 630-7490

Relevance:

- Field Sampling/Model Calibration
- Permitting
- Construction/Commissioning

The new infrastructure implemented with this project supplies additional quantities of reclaimed water for the operation of TECO's Polk Power Station, and is part of the Polk Power Station Regional Reclaimed Water Partnership Initiative.

The project, co-financed between TECO and SWFWMD, included the installation of a new reclaimed pump station and pipeline to supply reclaimed water effluent from the City of Mulberry and Polk County Utilities, as a source of make-up water for cooling towers and cooling ponds for TECO's Polk Power Station. The pump station consisted of two vertical turbine pumps VTPs and provisions for the installation of a future pump in a new wet well located at the City of Mulberry Wastewater Treatment facility. Each VTP was equipped with 150 horsepower motors and VFDs, to provide a total pumping capacity of 4 MGD. Stantec provided design and detailed drawings, specification review, and code for the design of a prefabricated Auxiliary Power Enclosure (APE) building.

This building was an elevated structure designed to house the electrical equipment to support an adjacent pump station and pipeline. The design focus was to perform a code analysis and review of egress requirements for an elevated building and safe egress to grade.

The project also included two pipeline designs. The first one, approximately a mile long and 12-inch-diameter pipeline was routed between the Mulberry WWTP and SR-37, crossed under the Alafia river and went through a residential neighborhood. The second, approximately 2 miles long and 16-inch-diameter pipeline was routed between SR-37 and the wetlands treatment system (WTS), adjacent to the Loyce E. Harp Park in Lakeland, crossed through the park's recreational and wooded areas, and was installed both via Horizontal Directional Drilling and Traditional Open Cut.

The scope of work that Stantec provided consisted of a hydraulic analysis, pipeline design and routing, pump station design, permitting, permitting development support, procurement support and engineering services during construction. The challenging soil conditions of the park, and underground utilities at the WWTP required that we also provide survey, Subsurface Utility Exploration (SUE) and geotechnical engineering services, in addition to the more traditional discipline design services. Coordination of the multiple stakeholders (TECO, SWFWMD, City of Mulberry, City of Lakeland Parks and Recreations, Polk County Utilities, FDOT, etc.) required implementation of a carefully crafted meetings and communications plan, which allowed us to successfully obtain the required permits, easements and authorizations and complete the project safely and successfully.



General Engineering Services for Water Treatment Plant Improvements

West Palm Beach, FL

Client

City of West Palm Beach

Completion Date:

2021

Construction Cost:

\$45M

Stantec Fees:

\$17M

Owner Contact:

Darrel Graziani
Assistant Utility Director
561-822-2275
djgraziani@wpb.org

Relevance:

- Water Treatment
- Process Design
- Asset Management

Stantec delivered nearly 30 work authorizations under this master contract covering planning, design, permitting, and construction services for critical system improvements.

Treatment process selection, WA 1 and WA 31. Completed bench screening and on site pilot testing to confirm membrane fouling characteristics and select the preferred process.

Dual media filter rehabilitation, WA 27 and WA 30. Assessed filter condition and media life, identified air scour issues, and recommended rehabilitation of 32 filters. Work included concrete and underdrain repairs, rebar replacement, air scour lateral welding, and replacement of clay tile underdrains with HDPE units with integrated air scour.

Powder activated carbon (PAC) system, WA 28. Designed a 50 MGD PAC contact basin, upgraded feed to 45 mg per liter, replaced below grade flow meters with magnetic meters, and identified the need to replace one raw water pump to avoid cavitation. Added slide gates to enable use of the settled water bypass. Designed a new 50 MGD Ultraviolet (UV) Disinfection System and clear well re-purposing part of the City's historic West High Service Pump Station. Provided design, bidding, and construction phase services.

MIEX and ultrafiltration preliminary design. Advanced MIEX, UF, and GAC enhancements through preliminary design and secured Department of Health permit approval.

Electrical generator and switchgear building, WA 16 and WA 23. Resolved single point failure risks and end of life gear by designing two independent 13.2 kV utility feeders, two City owned 5 MVA transformers, and double ended 5 kV main switchgear with a split bus configuration.

Chemical feed systems, WA 11, WA 13, and WA 15. Delivered new sodium hypochlorite, aqua ammonia, and fluoride storage and feed facilities, including demolition, new bulk and day tanks, transfer and metering pumps, a temporary dosing system, and associated civil, mechanical, electrical, and instrumentation and control work.

UV System and Related Infrastructure (WA-33): Stantec conducted an alternative evaluation involving Powdered Activated Carbon, UV, Actiflow, and Actiflow+Carb to provide cryptosporidium, giardia, taste & odor removal. Following this evaluation, Stantec piloted and designed a 50MGD UV disinfection process and related infrastructure improvements. The location of the UV building next to the historic pump station required careful architectural considerations. Construction sequencing required demolition of structures built between 1926 and 1947 and arterial bypass of filtered water under demanding shutdown time requirements. Provided pilot testing, detail design, permitting, bidding, and construction services.



City of Sunrise Utility SCADA System Assessment

Sunrise, FL

Client

City of Sunrise

Completion Date:

Ongoing

Construction Cost:

TBD

Stantec Fees:

\$263,680

Owner Contact:

Allan Miller
SCADA Manager
954-888-6050
amiller@sunrisefl.gov

Relevance:

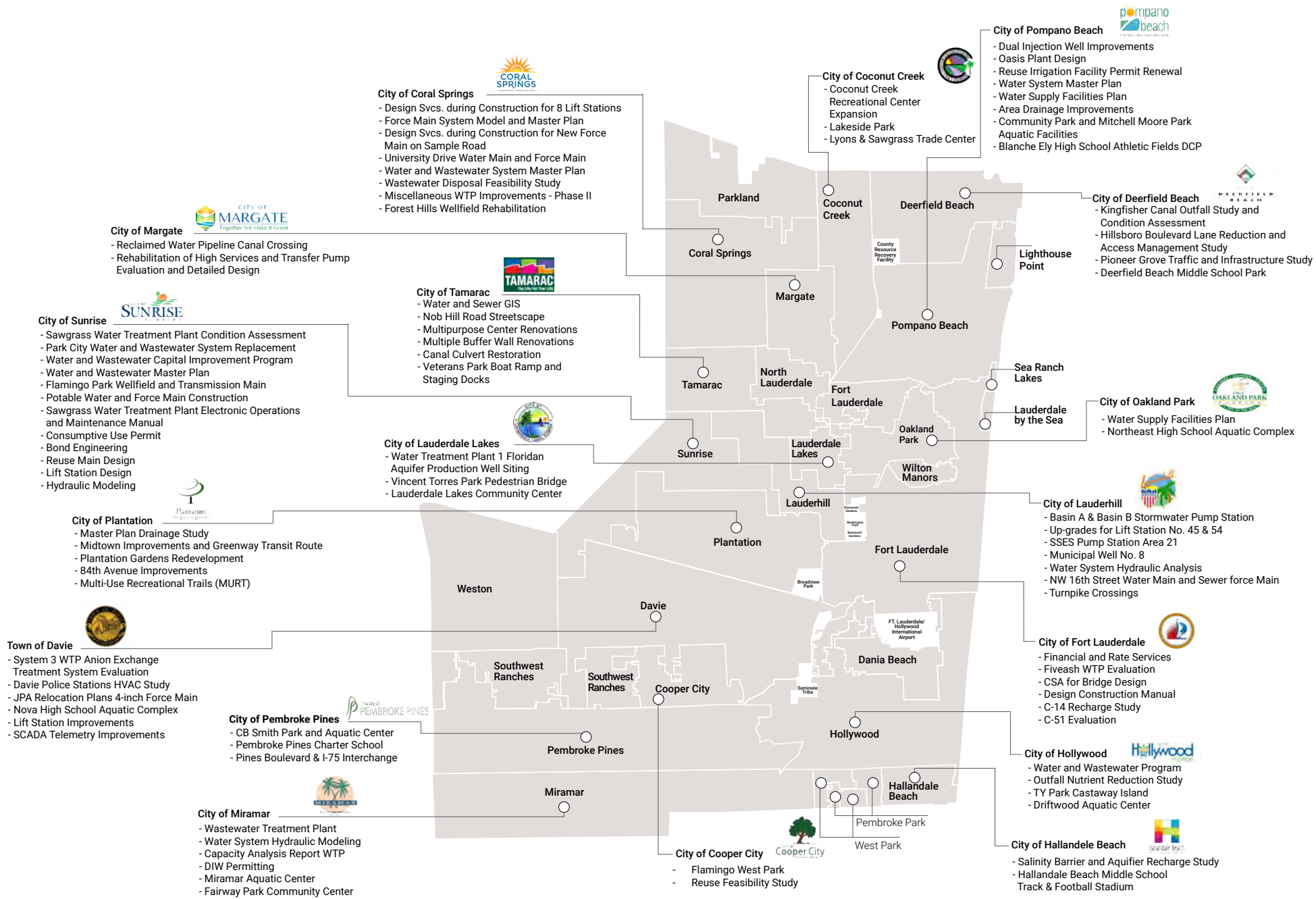
- Water and Wastewater Improvements
- Master Service Agreement Delivery
- Design, Integration and Construction

The City of Sunrise provides water treatment and distribution, and wastewater collection and treatment services for customers within its service area. In support of this service, the City operates various facilities that are monitored and controlled by PLC-based SCADA systems. In 2021 the City selected Stantec to conduct a comprehensive control system assessment taking into account the control system elements and control/communication networks of the area facilities and reaching across to the business network to examine shared interests.

As part of the first phase of this assessment, Stantec was tasked with field investigation of the utility sewage collection system (including representative remote lift stations, pumping stations and gas monitoring stations) to support development of an area assessment report. Typical work performed by Stantec on the project includes:

- Visual inspection and configuration evaluation of existing RTUs, associated server network, and overall SCADA infrastructure
- Assessment of system physical and cyber accessibility
- Evaluation of applied wireless communication technologies
- Assessment of system reliability and resiliency to fault (as it concerns the City's capacity to maintain operability of sewage collection and conveyance services)
- Review of overall approach to system controls and system response to communication-loss or power-loss
- Review of historical data management and revision control practices along with subsequent report generation
- Evaluation of emergency preparedness (flood detection and mitigation, imminent hazardous weather preparation)
- Interview of City personnel to support the above endeavors including Operations, Maintenance, SCADA, and IT representatives

Additional Project Experience





Project Team Form

COMPLETE THE PROJECT TEAM FORM ON THE ATTACHMENTS TAB IN THE EBID SYSTEM. PROPOSERS ARE TO COMPLETE FORM IN ITS ENTIRITY AND INCLUDE THE FORM IN YOUR PROPOSAL THAT MUST BE UPLOADED TO THE RESPONSE ATTACHMENTS TAB FOR THE RLI IN THE EBID SYSTEM.

PROJECT TEAM

RLI NUMBER 25-072

Federal I.D.# 11-2167170

PRIME

Role	Name of Individual Assigned to Project	Number of Years Experience	Education, Degrees
Principal-In-Charge	<u>Neil Johnson, PG</u>	<u>34</u>	<u>MS, BS</u>
Project Manager	<u>Oscar Bello, PE, DBIA</u>	<u>27</u>	<u>BS</u>
Asst. Project Manager	<u>NA</u>	<u></u>	<u></u>
Other Key Member	<u>Hal Schmidt, PE, BCEE (Tech Advisor)</u>	<u>44</u>	<u>MS, BS</u>
Other Key Member	<u>Becky Hachenburg, PE, PMP (Tech Advisor)</u>	<u>29</u>	<u>MS, BS</u>

SUB-CONSULTANT

Role	Company Name and Address of Office Handling This Project	Name of Individual Assigned to the Project
Surveying	<u>Keith and Associates, Inc., dba KEITH</u> <u>301 E. Atlantic Boulevard, Pompano Beach, FL 33060</u>	<u>Chuck Schramm, PSM</u>
Landscaping	<u></u>	<u></u>
Engineering	<u>Gamboa Engineers LLC (Electrical)</u> <u>17433 SW 65 CT, Southwest Ranches, FL, 33331</u>	<u>Mario Gamboa, PE</u>
Other Key Member	<u>Pan Geo Consultants, LLC (Geotechnical Eng)</u> <u>8258 State Road 84, Davie, FL 33324</u>	<u>Paul Catledge, PE</u>
Other Key Member	<u></u>	<u></u>
Other Key Member	<u></u>	<u></u>
Other Key Member	<u></u>	<u></u>

(use attachments if necessary)

See attachment on following page for Other Key Members of Prime

Other Key Members of Prime

Role	Name of Individual Assigned to Project	Years of Experience	Education
Water Treatment Lead	Lincoln Mueller, PE, CWP	36	MS/BS, Civ. Eng.
Water Senior Engineer	Heath Wintz PE	26	BS, Env. Eng.
Production Wells	Rick Cowles, PG	33	BS, Geology
Field Hydrogeologist	Augustine Alvarez, GIT	7	BS, Geology
Reuse Lead	Tom Nogaj PhD, PE	39	PhD/MS, Env. Eng/BS, Civ. Eng.
Reuse Senior Engineer	David Socha, PE, PMP	30	MBA, BS, Chem. Eng.
Direct-Potable-Reuse	Rob McCandless, PE	37	MS, Env. Eng/BS, Civ. Eng
Permitting Compliance	Eduardo Torres, PE	6	MS, Env. Eng./BS, Chem. Eng.
Pumping Systems	Marlon Medina, PE, CFM	17	BS, Civ. Eng.
Yard Piping and Transmission Mains	Dave Clarke, PE	23	MS/BS, Civ. Eng.
Structural	Benan Zahawi, PE	45	MS/BS, Civ. Eng.
Process Mechanical	Sergio Hoyos, PE	25	MS/BS, Civ. Eng.
Resiliency Adaptation	Diane Quigley, AICP, CFM, WEDG Professional	41	Master of Urban and Regional Planning, BS, Geology
Asset Management	James Hale, GISP	23	BS, Geography
Site Civil	Shehab Bata, PE	19	BS, Civ. Eng.
Regulatory Permitting	Larissa Faria, PE, ENV SP	10	BS, Civ. Eng.
Water Supply Wells	Caroline Smith, GIT	10	MS/BS, Geology
Wastewater Engineer	Jeovanni Ayala Lugo, PE	20	BS, Chem. Eng.
Hydraulic Systems	Michael Georgalas, PE	31	BS, Civ. Eng.
Construction Manager	Colin Devitt, PE	16	MS, Project Mgmt./BS, Civ. Eng.
Construction Inspector	Fernando Vargas	19	NA



Organizational Chart

Organizational Chart



LEGEND

- Stantec
- Gamboa
- Keith
- PanGEO
- * Key Personnel (resume included)

Principal-in-Charge

- Neil Johnson*, PG

Project Manager

- Oscar Bello*, PE, DBIA

Technical Advisors

- Hal Schmidt*, PE, BCEE
- Becky Hachenburg*, PE

Water Treatment

- Link Mueller*, PE
Water Treatment Lead
- Heath Wintz*, PE
Water Senior Engineer
- Rick Cowles*, PG
Production Wells
- Augustine Alvarez, GIT
Field Hydrogeologist

Reuse Treatment

- Tom Nogaj*, PhD, PE
Reuse Lead
- David Socha*, PE
Reuse Senior Engineer
- Rob McCandless, PE
Direct-Potable-Reuse
- David Eduardo Torres, PE
Permitting Compliance

Support Services

<ul style="list-style-type: none"> ■ Marlon Medina*, PE <i>Pumping Systems</i> ■ Dave Clarke, PE <i>Yard Piping and Transmission Mains</i> ■ Benan Zahawi, PE <i>Structural</i> 	<ul style="list-style-type: none"> ■ Sergio Hoyos, PE <i>Process Mechanical</i> ■ Diane Quigley <i>Resiliency Adaptation</i> ■ James Hale, GIS <i>Asset Management</i> ■ Shehab Bata, PE <i>Site Civil</i> ■ Larissa Faria, PE <i>Regulatory Permitting</i> 	<ul style="list-style-type: none"> ■ Caroline Smith*, GIT <i>Water Supply Wells</i> ■ Jeovanni Ayala-Lugo, PE <i>Wastewater Engineer</i> ■ Michael Georgalas, PE <i>Hydraulic Systems</i> ■ Colin Devitt, PE <i>Construction Manager</i> ■ Fernando Vargas <i>Construction Inspector</i> 	<ul style="list-style-type: none"> ■ Chuck Schramm*, PSM ■ Mark Mitchell*, PE <i>Surveying & SUE</i> ■ Mario Gamboa*, PE <i>Electrical and I&C</i> ■ Paul Catledge*, PE <i>Geotechnical Services</i>
--	--	---	--

At Stantec, we work together to discover creative solutions for every project. Through years of experience, we have developed a proven process that guides us through challenging project issues and helps us establish clear communication lines for maintaining schedules and budgets. At the same time, our methods remain flexible to meet specific community needs. Each solution we propose endeavors to further enhance a community's personality and needs.

Augmenting our team, we have included the following subconsultants:



Engineering Inspired Design.

KEITH, a local Pompano Beach firm, is a 60 + year old, majority woman owned, transdisciplinary firm, based in Florida delivering a broad range of projects internationally. Based in Florida, KEITH has office locations in Broward, Miami-Dade, Palm Beach, St Lucie, and Orange Counties. Our team of over 200 professionals is working every day to deliver on our mission to create, expand upon, preserve, and enhance our communities. The KEITH Team has maintained multiple contracts directly with the City of Pompano Beach, serving both as a prime consultant and subconsultant for many years. These projects include the existing contracts for Pompano Beach Water and Re-Use Treatment Projects, Professional Engineering Services, Professional Survey Services, Professional Landscape Architecture Services, Pompano Beach Sustainability Projects. This extensive experience has enabled KEITH to develop a deep understanding of the City's unique needs and establish enduring, strong relationships with City Staff.



With 21 years of experience in the field of geotechnical and structural engineering, **Pan Geo Consultants LLC (PGC)** is a Broward County-based consulting firm founded by Paul C. Catledge, PE, and Angelina López Catledge, BLA, MS, with a commitment to providing responsive, innovative, and cost effective solutions.

Pan Geo Consultants specializes in the field of geotechnical engineering with a focus on the South Florida region. Our vast experience allows us to more effectively prescribe field studies from which our clients may anticipate and mitigate potential subsurface issues early in the project timeline, thereby avoiding time and cost overruns. Our team can carry projects from concept to completion, from preliminary site feasibility and due diligence studies to detailed geotechnical studies, and forensic studies of existing facilities. Our services include subsurface exploration, foundation design, slope stability, retaining structure design, forensic analysis, and peer review. PGC also offers construction phase inspections of pile installation (auger cast, driven, and sheet piles), groundwork modification and chemical grouting procedures, quality control and quality assurance testing of construction materials, and structural inspections to verify methods of construction comply with the contract documents.



Gamboa Engineers LLC (Gamboa) is a specialized consulting firm providing electrical engineering, instrumentation, and controls expertise for municipal and industrial water and wastewater infrastructure. Established over 13 years ago and led by Principal Engineer Mario Gamboa, PE, who brings more than four decades of proven expertise, the firm has successfully delivered high-profile projects for cities and counties across Florida, including the City of Pompano Beach, Broward County, Manatee County, Polk County, Pinellas County, Sarasota County, and Miami-Dade Water & Sewer Department, with recognized expertise in electrical and instrumentation design and in providing support through engineering services during construction. Gamboa is committed to delivering cost-effective, code-compliant, and reliable engineering solutions that ensure continuous operation of critical water treatment facilities. We partner closely with clients to align design with long-term master planning, available capital budgets, and operational needs.



Statement of Skills and Experience of Project Team

Skills and Experience of Project Team

Statement of Skills and Experience of the Project Team

This section presents the team and capabilities that Stantec will bring to provide water and reuse treatment professional services for the City of Pompano Beach. The section is organized to highlight the project team, capabilities, and services that support foreseeable capital projects.

Experience in Water Treatment

Stantec is a market leader in water plant planning and design, with experience across every major unit process. We have supported clients in planning, designing, and optimizing more than 750 water treatment plants, ranging up to and exceeding 1,000 MGD, treating tens of billions of gallons per day.

We support facilities through the full project life cycle, from concept and design through construction, commissioning, operations and maintenance support, and asset renewal, with a focus on operability, resilience, and total cost of ownership.

Experience in Reuse and Reclamation

Stantec brings comprehensive reuse and advanced water purification expertise that delivers clear benefits to the City of Pompano Beach. Benefits to Pompano Beach include measurable potable water offsets, reliable seasonal performance, and reduced life cycle costs through right sized, operator-friendly designs. Our team has planned, designed, and delivered more than 1,500 water reclamation facility projects covering every major liquid and solids stream unit process. Our services span source water characterization, bench and pilot testing, full advanced water purification facility design criteria, permitting strategy, and construction support.

For Pompano Beach, this means faster delivery with fewer change orders, confident regulatory compliance with FDEP and UIC requirements, seamless integration with existing conveyance and SCADA, and practical operations and maintenance tools that reduce chemical, energy, and staffing burdens while improving reliability during peak season and storm events.

Beyond technical delivery, we help cities secure community and regulator buy-in. Our reuse programs routinely include groundwater modeling and brine management alternatives that protect local aquifers, along with public facing education spaces that build stakeholder support. Nationally we help shape policy, for example we led ADEQ guidance on water reclamation facility design envelopes and corrosion control tied to advanced water purification, and we bring the same regulatory fluency to Florida.

Our experience includes landmark programs:

- Pure Water San Diego. Thirty percent design of the 34 MGD North City advanced water purification facility, plus feasibility, pilot testing, and permitting strategy
- Pure Water Southern California. Operation of a 0.5 MGD MBR RO UV AOP demonstration facility and pre design for a 150 MGD facility with regulator coordination

Stantec has a long history with the City, providing responsive engineering services since 1998

1

Most sustainable corporation among industry peers
2024 Corporate Knights Global 100

1%

Among top 1% in the world on sustainable performance
2024 Corporate Knights Global 100

1

Top 10 International Design Firms by Market - Sewer/Waste
ENR September 2024

2

Top 10 International Design Firms by Region - US
ENR September 2024

8

Top 20 Environmental Firms by Market Segment - Wastewater Treatment
ENR July 2023

9

Top 500 Design Firms
ENR April 2025

9

Top 25 International Design Firms in Environment - Wastewater Treatment Plants
ENR July 2024

Dedicated Project Leadership

We have selected our proposed contract service core team with members that are not only industry leaders and experienced in providing planning and design for wastewater and water reclamation facilities nationally and throughout Florida, but that are also very familiar with the City of Pompano Beach.



Neil Johnson, PG
> Principal-in-Charge

Neil has more than 15 years of experience serving on City of Pompano Beach projects.



Oscar Bello, PE, DBIA
> Project Manager

Oscar is a resident of Pompano Beach and brings a personal commitment to successful delivery of projects under this contract.

- Los Angeles' Hyperion 2035 initiative with demo and pilot facility design, conceptual design for a 230 MGD AWWP, and pathogen-credit testing protocols
- Washington County's Title XVI Feasibility Study in Utah, securing more than \$13M in Reclamation funding
- Owner's Engineer for Santa Monica's integrated SWIP, featuring a 1 MGD AWWP and over \$84M in funding support

Collectively, this record demonstrates an unmatched national AWP portfolio and proven success in funding, permitting, stakeholder engagement, and delivery from concept through start-up.

Water and Reuse Skills offered to the City of Pompano Beach

- Planning & Permitting: master planning, alternative evaluations, treatability/pilot testing, and basis-of-design development, FDEP, DOH, and UIC Class I
- Process and Hydraulic Modeling, and Design: calibrated models for unit processes, plant hydraulics, transient/surge analysis, and design development (civil, structural, mechanical, electrical, and I&C)
- Construction, Startup, and Commissioning: construction services, functional/performance testing, operator training, and SOPs
- Operations, Asset management, and Sustainability: O&M manuals/SCADA integration, CMMS/GIS integration, energy optimization and flood/sea-level resiliency

To elaborate on the relevance of these skills to the City of Pompano Beach, we will highlight specific skills that are particularly relevant to the City.

Regulatory Understanding

A key element in the planning process is understanding the regulatory environment, as it can drive decisions in project development. Strict permitting requirements are an important issue for Pompano Beach and one faced by Utilities throughout Florida.

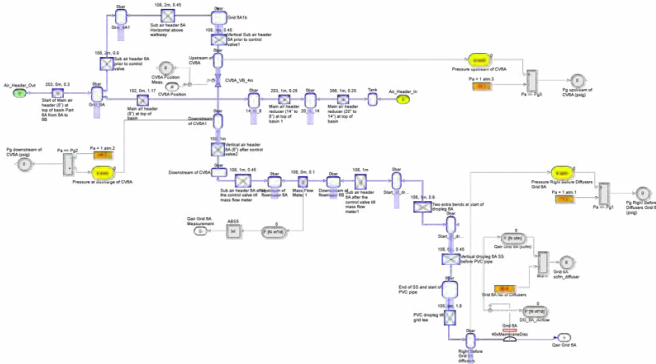
Our team understands current and emerging state and federal requirements, including FDEP reuse rules and Class I injection well permits. We have secured permits on recent South Florida projects with similar drivers, which reduces risk for Pompano Beach and shortens review cycles.

Process and Hydraulic Modeling

We develop calibrated process and plant hydraulic models to set basis of design values and to meet low effluent nutrient targets with confidence. We use Visual Hydraulics to evaluate treatment headlosses and hydraulic grades and apply computational fluid dynamics when needed to resolve complex junctions and basins.



← BioWin™ is an intuitive process simulator which allows for fast configuration and is particularly suited for the comparison of various process alternatives.



↑ SIMBA# is a simulation platform for modeling, simulation, optimization and management of wastewater treatment plant. SIMBA# integrates dynamic models of the wastewater treatment process with dynamic models of the sensors and control system including blowers, valves, and aeration piping system for a realistic assessment of the expected performance for process design optimization.



↑ Stantec designed the Cape Coral Southwest Water Reclamation Facility Operations Building to be hurricane-hardened to withstand a Category 4 storm.

Consideration of Sea Level Rise and Resiliency

Coastal populations like Pompano Beach face challenges from climate change not just from rising seas, but from increases in the frequency of the most intense storms. The combination of these climate effects can magnify vulnerabilities of aging infrastructure and increase the potential for subsequent water quality consequences. Typical measures include finished floor elevations and yard piping grades set for future conditions, floodproof equipment selections, electrical distribution above design flood elevations, and wet weather flow management strategies that protect treatment reliability.

Technology, Research, & Innovation

Stantec's experience best positions the City to overcome challenges by leveraging technology, research, and innovation. Faced with the complexities of limited remaining capacity, aging infrastructure, changing waste strength, rapid growth, and an evolving regulatory climate, Pompano Beach needs to develop a plan that will guide it through the 21st Century. This plan should maximize use of existing facilities while leveraging new technologies for a maximum benefit to its rate payers.

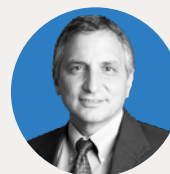
Our proposed team brings extensive local and national experience in the implementation of water innovations that can benefit the City of Pompano Beach.



Vijesh Karatt Vellatt, PE, LEED AP, is Stantec's Water Institute Technology & Policy (Water Institute) Lead. His position involves developing strategies and providing solutions for complex wastewater treatment challenges. Vijesh

serves as a critical connection for our global resources in process design to promote collaboration and deliver comprehensive knowledge and expertise to our clients.

The primary mission of Stantec's Water Institute is to **identify emerging and leading-edge technologies** to help address the water challenges our communities face and bridge the gap between science and practice to de-risk their implementation.



Joe Jacangelo, PhD, REHS, is Stantec's Director of Research and current President of the American Water Works Association (AWWA). He is also a co-founder of the Johns Hopkins/ Stantec Alliance where he established

the per- and polyfluoroalkyl substances (PFAS) analytical and treatment program. Dr. Jacangelo brings 43 years of experience serving in the water community, bringing best practices to projects concerning emerging contaminants, water quality and treatment, water and wastewater disinfection, membrane technology, water reuse, and public health.

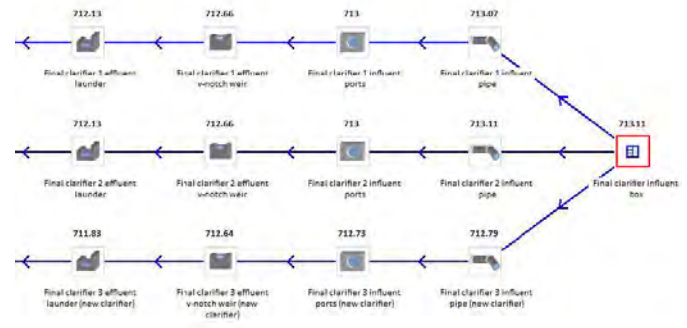


Click here or scan with a smart phone to learn about the impact being made by the Stantec Institute for Water Technology & Policy



Asset Management

Stantec's skills in Asset Management (AM) are grounded in a strategic, data-driven framework that emphasizes both immediate improvements and long-term sustainability. Our team will work in close partnership with City staff and trusted subcontractors to improve the quality of asset data, enhance organizational capacity, and implement a clear, phased pathway for asset management planning.



↑ Our local experts use Visual Hydraulics to simulate complex plant hydraulics.

Asset Management Case Study



BBCWUD staff are driven by a common purpose to truly embrace our core values of delivering the best water, best service, and best environmental stewardship. Gaining ISO5001 certification shows a clear commitment to best practice and continual improvement in core business functions. This a great accolade for the organization.

- John Acton, Assistant Director | Palm Beach County Water Utility Department

Palm Beach County's Asset Management Transformation

Since 2017, Stantec has worked with the Palm Beach County Water Utility Department (PBCWUD) on the utility's Asset Management (AM) Program and AM transformation. The comprehensive project has seen significantly increased cross-departmental engagement, shifting the organization from siloed operations to a unified, disciplined-based approach to asset management. As a result, PBCWUD is experiencing improved business processes and enhanced operational efficiency, elevating the utility's reputation among local and national stakeholders. With Stantec's support PBCWUD achieved ISO 55001 Certification, marking them as the first water utility in North America to be certified for its continued commitment to managing public assets in accordance with the highest industry standards. PBCWUD remains committed to continuously straightening its asset management system towards building long-term reliability, resilience, and sustainability in service to its community.

Key Individuals - Past Performance

We bring creative, inspired people, across multiple disciplines together and create a talented pool of subject specialists who truly understand the project and it's significance to the City, community, and stakeholders. We believe in using the best people available for the job at hand and that is why we have a team that blends:

- A responsive project management team. We see ourselves as partners with the City and this requires a dedicated project manager who knows and understands the challenges that the City faces first hand.
- A team of professionals with breadth and depth of applicable experience. It is important that the City gain from the experiences of their selected consultants. Our team has analyzed several systems from many different perspectives and it is important that we make that institutional knowledge available to the City.

We have been careful to select team members that are:

- Right for this contract
- Available to start immediately
- Dedicated in their effort and enthusiasm to produce the best possible outcome

All similar experience projects within this proposal were managed, designed, and completed by current staff listed on the team organizational chart for this proposal. Please see more specific information for each of them on the following table.



Neil Johnson PG
Principal-in-Charge

- 34 years of experience
- Hydrogeology, geology, drilling, inspections
- Production wells, UIC Class I Injection wells, UIC Class V ASR wells
- Design, construction oversight, testing and rehabilitation of wells
- Characterization of sediments, interpretation of hydrogeologic, geophysical and geochemical data
- City of Pompano Beach Water Treatment Plant Expansion
- City of Pompano Beach General Engineering Services
- City of Sunrise Master Plan
- City of Sunrise CUP
- City of Sunrise CIP Program
- Miami-Dade Water and Sewer (MDWASD) Hydrogeological Services
- Palm Beach County Hydrogeological Services
- City of Sunrise Injection Well Permitting and Rehabilitation



Oscar Bello PE, DBIA
Project Manager

- 27 years of experience
- Water, wastewater, conveyance, site civil engineering, stormwater, and heavy civil construction
- Lead Multi-Discipline Project & Design Teams
- Detail Design for Water Supply Wells and DIW
- City of Pompano Beach Water Treatment Plant Expansion
- City of Sunrise Springtree Biscayne Aquifer Well S-23
- City of Sunrise Lift Stations 122, 128, and 210 Rehabilitation
- Seminole Tribe of Florida Immokalee Water Treatment Plant Raw Water Well No. 4
- City of Pompano Beach DIW No. 2
- City of Islamorada Design-Build-Operate Wastewater System



Becky Hachenburg
PE, PMP
Technical Advisor

- 29 years of experience
- Water resource management, supply, ASR, surface water storage, canal conveyance, constructed wetlands
- Water Treatment Process Evaluations
- Detail Design of Water Treatment Plants
- Pilot testing for WTPs
- Microfiltration, nanofiltration, brackish reverse osmosis
- Electronic Operation and Maintenance Manuals
- Palm Beach County General Engineering Services
- City of Sunrise CIP Program
- City of West Palm Beach MIEX/UF Prelim. Design
- City of West Palm Beach Treatment Process Selection
- City of West Palm Beach Existing Condition Assessment
- City of West Palm Beach High Service Pump Modification
- City of Sunrise Master Plan
- City of Pompano Beach Water and Reuse Treatment Plant Projects (OASIS)
- City of Pompano Beach Hydraulic Master Plan



Hal Schmidt PE
Technical Advisor

- 44 years of experience
- Planning, design, permitting, construction management and startup of over \$2.5B worth Wastewater capital improvement projects.
- Biological nutrient removal, membranes, reclaimed water, biosolids, energy recovery
- Served on numerous state and national forums with workgroups related to rules, regulations, legislation and emerging technologies
- City of Sunrise CIP Program – Wastewater and Reclaimed Water Projects
- City of Sunrise Master Plan
- MDWASD Design Services for WWTP Consent Decree
- City of New Smyrna Beach Utilities Commission Operation Assessment and Optimization Plan
- City of Cape Coral Facility Expansion
- City of Venice Reverse Osmosis Treatment Plant
- City of North Port Water Reclamation Facility
- Wastewater Treatment Plant – New Dewatering Facility



Lincoln Mueller
PE, CWP
Water Treatment Lead

- 36 years of experience
- Water, wastewater, and stormwater conveyance and treatment systems processes and operations
- Conventional design-bid-build and alternative delivery projects (DB and CMAR)
- City of Pompano Beach Water Treatment Plant Improvements
- City of Pompano Beach Dual Zone Monitoring Well No. 2
- City of Fort Collins Drake and Mulberry Water Reclamation Facility - Master Planning and Expansions, Cogeneration Project, and Ultra-Violet Disinfection Project
- Metro Water Recovery Northern Treatment Plant Effluent Temperature Project



Heath Wintz PE
Water Senior Engineer

- 17 years of experience in treatment and disinfection of potable water
- Detailed design and pilot testing of water treatment plants
- Design of hydraulic structures, chemical feed, process control, UV disinfection, and wellhead design
- Plant automation
- FPL Reclaimed Water Facility at ECRWRF
- MDWASD Hydrogeological Services
- City of West Palm Beach Mixing and Metering
- City of West Palm Beach UV System and related infrastructure
- City of West Palm Beach Chemical Feed System
- City of West Palm Beach High Service Pump Modification
- South Florida Water Management District (SFWMD) Aquifer Storage and Recharge (ASR) Treatment Facility



Rick Cowles PG
Production Wells

- 33 years of experience in groundwater supply development
- Works within the regulatory framework related to environmental and construction issues
- Design and installation of numerous production wells for drinking water supply, groundwater recovery, water quality issues, and gradient control
- Conducts aquifer testing to evaluate well efficiency, well field yield, determine recovery well capture zone and to determine aquifer coefficients
- Broward County Biscayne Aquifer Well Evaluation and Replacement
- Florida City Turkey Point Long-Term Groundwater, Surface Water, Meteorological, and Ecological Monitoring
- City of Hollywood Deep Injection Well Design and CA Services
- FPL 15 MGD Recovery Well System Design
- FPL 15 MGD Test Production Well Design
- FPL Biscayne Aquifer Test Production Well
- FPL Upper Floridan Aquifer Well
- Duke Energy Water Supply Development



Augustine Alvarez
GIT
Field Hydrogeologist

- 7 years of experience in South Florida hydrogeological field oversight
- Construction, development, and rehabilitation using various drilling techniques such as, reverse air, mud rotary, power auger, and wireline coring
- Deep injection wells, Biscayne Aquifer production wells, and Aquifer Storage and Recovery (ASR) wells
- Federal and state regulatory reporting
- City of Sunrise S-23 Production Well
- Miami-Dade Water and Sewer Department Central District Class 1 Deep Injection Wells
- Seminole Tribe of Florida Hydrogeological Services
- City of Okeechobee Test ASR Wells C-38N, C-38S, and L-63N
- City of Okeechobee L-63S and C-59 Continuous Coring



Tom Nogaj PhD, PE
Reuse Lead

- 39 years of experience in implementing and managing water and wastewater design and construction projects
- Advanced Wastewater Treatment (AWT) facilities, large pump stations, potable water deep well supplies and treatment facilities
- Facility planning for water supply and wastewater systems
- Hernando County Airport Subregional Wastewater Treatment Plant Expansion Phase III
- City of St. Petersburg NEWRF Distribution Pump Station Replacement
- City of Largo Reclaimed Water Distribution System Capacity Evaluation
- City of Cape Coral Everest Water Reclamation Facility Transmission Main
- Dekalb Sanitary District Wastewater Treatment Plant Expansion



David Socha PE, PMP
Reuse Senior Engineer

- 30 years of experience in process-mechanical engineering design, operations management, process optimization, and project management
- Process simulation, process safety management, and design engineering management
- TECO Reclaimed Water Expansion Project
- Hillsborough County River Oaks Advance Wastewater Treatment Plant (AWTP) Diversion Project
- Miami-Dade Water and Sewer Department Oxygenation Electrical Buildings Rehabilitation
- Miami-Dade Water and Sewer Central District Wastewater Treatment Plant Digesters Rehabilitation and Gas System
- City of Tampa Howard F. Curren Advanced Wastewater Treatment Plant Upgrades



Rob McCandless PE
Direct-Potable-Reuse

- 37 years of experience in planning, evaluation, and treatment process design services for drinking water, wastewater, and advanced water purification facilities
- Stantec's North American Water Reuse Treatment Lead
- Process design expertise in membrane bioreactors (MBR), membrane filtration, nanofiltration, and reverse osmosis (RO)
- Active participant in the development of regulatory frameworks for direct and indirect potable reuse (DPR and IPR)
- MDWASD North District Wastewater Treatment Plant (NDWWTP) Secondary Clarifiers BODR
- Southern Water Services Western Grid Reuse Program Technical Advisory Support
- Bureau of Reclamation and Water Environment and Reuse Foundation Nanofiltration/Reverse Osmosis Pilot Study
- City of Las Vegas Agua Pura Indirect Potable Reuse Preliminary Engineering Report
- Washington County Long-Term Water Reuse Feasibility Study



Eduardo Torres PE
Permitting Compliance

- 6 years of experience in data collection and design for water and reuse facilities in South Florida
- Design and construction phase services for expansion, repair, rehabilitation or improvements projects
- City of Pompano Beach WTP Nanofiltration Expansion
- City of Pompano Beach WTP Deep Injection Well
- Palm Beach County WTP 11 Post-Treatment Improvements
- Palm Beach County Southern Region WRF Process Improvements
- Palm Beach County Southern Region Water Reclamation Facility Influent Flumes Investigation
- Palm Beach County Water Utilities Department Capital Improvements Program



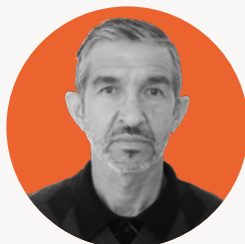
Marlon Medina PE
Pumping Systems

- 17 years of experience in preliminary design, alternative analysis and feasibility studies
- Detail design of wastewater pump station
- Rehabilitation of existing wastewater pump stations
- Detail design of distribution force mains and water mains
- Inflow & infiltration Studies and SSES
- Design, permitting, bidding, construction support services
- Collier County Master Pump Station 104.00 Vertical Asset Hierachy Development
- City of Sunrise Lift Station 122, 128 , and 210 Rehabilitation
- MDWASD Pump Station Improvement Program (PSIP)
- Town of Davie Lift Station 3
- FIU PSO 428 & 621 Sanitary Sewer Evaluation Study
- FIU Biscayne Bay Campus Sanitary Sewer Evaluation Study



Dave Clark PE
Yard Piping and
Transmission Mains

- 23 years of experience
- Preliminary Design, alternative analysis and feasibility studies
- Detail Design of Water distribution & transmission infrastructure
- Detail Design of Wastewater collection and transmission infrastructure
- Design-Build and criteria packages for Water and Wastewater Pipeline projects
- Utility coordination, design, permitting, bidding, construction support services
- West River Interceptor Overflow Pump Station and Force Main
- City of Sunrise ASR Well Raw and Reuse Water Mains
- Town of Davie JPA Relocation Plans 4-inch Force Main
- MDWASD 16" Water Main, 8" Force Main & 8" Gravity Sewer
- MDWASD 36" Force Main Design-Build Criteria Package
- MDWASD 54" Water Main
- Miami Beach 12" and 20" Water Main
- MDWASD 42"/48"/60" Force Main
- MDWASD PS 1- PS 2 Interim Piping Upgrades



Benan Zahawi PE, SE
Structural

- 23 years of experience
- Preliminary Design, alternative analysis and feasibility studies
- Detail Design of Water distribution & transmission infrastructure
- Detail Design of Wastewater collection and transmission infrastructure
- Design-Build and criteria packages for Water and Wastewater Pipeline projects
- Utility coordination, design, permitting, bidding, construction support services
- City of Tampa Howard F. Curren Advanced Wastewater Treatment Plant Upgrades
- Palm Beach County Everglades Agricultural Area A-2 Reservoir Pumping Station (S-623)
- USACE Jacksonville District Everglades Agriculture Area (EAA: A-2) Reservoir Pumping Station (S-623)
- City of Eagle Mountain UT Water Reclamation Facility
- City of Mesquite NV Wastewater Treatment Plant
- City of Heber UT Keetley Water Treatment Plant



Sergio A. Hoyos PE
Process Mechanical

- 25 years of experience in areas of resiliency, environmental, transportation and land use planning
- Assists clients in creating an integrated approach to comprehensive, collaborative solutions for infrastructure, resilience, environmental and transportation systems development
- Legislative and policy development, strategic planning, and government planning
- Pinellas County South Cross Bayou Water Reclamation Facility (SCBWRP) UV Disinfection System and Related Improvements Project
- Palm Beach County East Central Regional (ECR) Water Reclamation Facility
- City of Venice Eastside Water Reclamation Facility (EWRF) Odor Control and Headworks Improvements
- Collier County South County Regional Water Treatment Plant - CO2 and Air Supply Replacement Project
- Sarasota County Temporary Water Reclamation Facility Booster Pump Skid



Diane Quigley AICP, CFM, WEDG
Professional
Resiliency Adaptation

- 41 years of experience leading mechanical design and analysis for water and wastewater treatment facilities and pump stations
- Engineering, design and QA/QC of projects from FEED to detail design, including the development of control philosophies, I&C systems specifications and field commissioning
- Custody transfer systems, meter skids, loading/offloading and pump stations
- Florida Statewide Flooding and Sea Level Rise and Resilience Plan
- City of North Port Risk and Resilience Assessment and Emergency Response Plan Update
- Leon County Vulnerability Assessment and Adaptation Plan
- Dania Beach Vulnerability Assessment
- City of Tallahassee Risk and Resilience Assessment and Emergency Response Plan (AWIA) Update



James Hale GISP
Asset Management

- 41 years of experience leading mechanical design and analysis for water and wastewater treatment facilities and pump stations
- Engineering, design and QA/QC of projects from FEED to detail design, including the development of control philosophies, I&C systems specifications and field commissioning
- Custody transfer systems, meter skids, loading/offloading and pump stations
- City of Sarasota Utilities GIS Web Map
- Pinellas County Wastewater Collection System Asset Management
- Palm Beach County Asset Management & ISO 55001 Certification
- Cincinnati MSD Sycamore Wastewater Treatment Facility Plan
- City of Manassas VA Water and Sanitary Sewer Distribution, Conveyance and Water Treatment Engineering



Shehab Bata PE
Site Civil

- 19 years of experience in site civil design for municipal, commercial, residential and industrial land development projects
- Site design, site grading, utility and pipeline design, water distribution systems, sanitary sewer collection systems, storm sewer design, erosion and sediment control, and highway/road design
- City of Sunrise Pump Station No.8 - New Stormwater Booster Station Design
- City of West Palm Beach Utility Master Plan O&M Program
- Deerfield Beach Pioneer Grove Infrastructure Assessment
- TVA Widow's Creek Facility Lower Spillway Improvements
- Palm Beach County Stub Canal Park
- City of Tamarac Buffer Walls



Larissa Faria PE,
ENV SP
Regulatory Permitting

- 10 years of experience as a civil designer with a focus on water and wastewater municipal projects
- Regulatory permitting including Florida Department of Environmental Protection (FDEP) and various Florida city agencies
- MDWASD Pump Station Improvement Program (PSIP)
- MDWASD CDWWTP Chlorination Facilities
- MDWASD Wastewater Treatment Plant Upgrades to Secondary Clarifiers Plant 2 and Return Sludge Pump Station Pump 2
- FIU Sanitary Sewer Evaluation (SSES)
- City of Miami Beach JPA Alton Road North and South Waterline Replacements



Caroline Smith GIT
Water Supply Wells

- 19 years of experience in hydrogeologic field oversight water well projects
- Geoprobe, and core bores and geophysical log interpretation
- Hydrologic data collection and water quality profiling
- Nano-filtration and reverse osmosis raw water supply investigations, wellfield contamination investigations
- Pump testing for Surficial and Floridan Aquifer projects in South Florida
- MDWASD Class I Injection Wells
- SFWMD Aquifer Storage and Recovery (ASR) Well Program
- FPL Hydrogeologic Investigation Using Biscayne Aquifer Test Borings and Monitor Wells
- FPL Four Floridan Aquifer System Well Construction
- FPL Two Floridan Aquifer System Well Construction, for FPL Turkey Point Power Plant



Jeovanni Ayala-Lugo PE
Wastewater Engineer

- 25 years of experience in planning, design, permitting, construction management and startup of Wastewater and residuals treatment projects.
- Prepares operations manuals and standard operating procedures
- Alternate delivery including Design Build projects as owners representative
- Extensive liquid and solid stream WW treatment and handling experience
- City of Sunrise Master Plan
- City of Sunrise Southwest WRF Preliminary Design
- Miami-Dade MDWASD WWTP – Dewatering Facility
- Miami-Dade MDWASD Design Services for WWTP Consent Decree
- City of Venice Reverse Osmosis Treatment Plant
- City of Venice Eastside Water Reclamation Facility Headworks Improvements and Expansion
- City of North Port Water Reclamation Facility
- City of Cape Coral Biosolids Treatment



Michael Georgalas PE
Hydraulic Systems

- 31 years of experience in conducting fluid transient analysis studies, as well as mitigation design for both existing and new water and wastewater systems
- Analyzes existing and proposed systems to quantify the magnitude of potential pressures and recommends measures to eliminate or mitigate transient pressures
- Modeling platforms used include Pipe 2010: Surge by KYPipe, AFT Impulse by Applied Flow Technology, InfoSurge by Innovyze, and HAMMER by Bentley Systems
- Tampa Bay Water South Hillsborough Pipeline – Segment B
- US Bureau of Reclamation Northwest Area Water Supply Intake and Snake Creek Pumping Plant Modifications
- City of San Mateo WRF Basins 2 and 3 Collection System Improvements Project
- Capital Regional District Residuals Treatment Facility Pump Station Hydraulic Transient Analysis
- Anchorage Water & Wastewater Utility Ship Creek Energy Recovery Station Transient Analysis



Colin Devitt PE
Construction Manager

- 16 years of experience as a project/construction manager and civil engineer in the planning, design, construction, management and commissioning of wastewater and stormwater infrastructure
- Project experience includes nutrient removal, sludge thickening, sewer rehabilitation, conveyance systems, and reservoir expansion
- City of Sunrise Lift Stations 122, 128, and 210 Rehabilitation
- SFWMD Design and Construction Coordination for Pump Stations S-25BP & S26P
- MSWASD Co-Generation Facility ESDC
- MSWASD SDWWTP Acid Phase Digester Upgrades
- Metropolitan Water Reclamation District of Greater Chicago Hanover Park and Kirie Water Reclamation Plants



Fernando Vargas
Construction Inspector

- 19 years of experience in the design and construction of water and wastewater projects
- Project types include watermain extensions, sewer extensions and upgrades, stormwater improvements, milling and resurfacing, and roadway reconstruction and widening
- City of Sunrise Reuse and ASR RAW Watermain
- WASD Wastewater Pump Station, Water Main, and Force Main for Three Developments
- City of Key Biscayne Reclaimed Water Distribution System
- City of Medley Sanitary Sewer Rehabilitation and Repairs
- City of Miami Beach Sunset Islands 3 and 4 Neighborhood Improvements
- City of Miami Beach Palm and Hibiscus Islands Neighborhood Improvements



Mario Gamboa PE
Electrical and I&C (Gamboa)

- 44 years of experience in the design and construction of electrical and I&C systems for water and wastewater projects
- Experience with City of Pompano Beach WTP dates back to 2011 with the assessment of the original electrical systems
- City of Pompano Beach WTP Phase I Buildout of Existing NF Facility
- City of Pompano Beach WTP Phase IV Electrical Master Plan Improvements
- City of Pompano Beach WTP Phase III Transfer Pump Station Improvements
- City of Pompano Beach 15 KV Power Feeder Upgrades for Wells No. 17, No. 18 and No.19



Chuck Schramm PSM
Surveying & SUE (KEITH)

- 36 years of geospatial experience
- Provides oversight for the surveying department, estimating, project progress reporting, and coordination with other departments, clients, and stakeholders
- Port Everglades Maintenance Building New Site
- Broward County Water Service Material Validation
- Broward County Racetrack Logistics Center
- Town of Surfside Gen Engineering
- Broward County Drainage Improvements at US1 And NE 14th St
- Broward County First 95 Distribution Center



Paul Catledge PE
Geotechnical (Pan Geo)

- 21 years of experience in geotechnical analysis, design and inspection of deep and shallow foundation systems, and structural design
- Oversees and performs construction materials testing and structural inspections
- Port Everglades Terminal 4 Expansion
- Key West Ferry Terminal Expansion
- Ft. Lauderdale New Redundant Bypass Line
- Ft. Lauderdale Pump Station A-16 Upgrade
- City of Margate Phase 2 Watermain Replacement
- North Lauderdale Proposed Pump Station, Southgate Blvd. & Stranahan River

Key Individuals & Project Experience

	Neil Johnson, PG	Oscar Bello, PE, DBIA	Link Mueller, PE	Eduardo Torres, PE	Heath Wintz, PE	Rick Cowles, PG	Augustine Alvarez, GIT	Caroline Smith, GIT	Dave Clarke, PE	Larissa Faria, PE
City of Pompano Beach - Phase I Improvements	•	•	•	•	•	•	•	•	•	•
City of Pompano Beach - DIW 2	•	•	•	•		•	•	•		
City of Pompano Beach - DZMW 1R	•	•	•	•		•	•	•		
City of Pompano Beach - Wellfield Assessment	•	•				•	•	•		
City of Pompano Beach - SWIM	•	•					•	•		
City of Sunrise - WTP Improvements	•	•			•					•
City of West Palm Beach - WTP Improvements	•	•	•	•	•			•		
STOF - Wellfield Assessment	•	•				•	•	•		
STOF - New Water Supply Well No. 4	•	•				•	•			•
STOF - Brighton UFA No. 1 Rehabilitation	•	•				•	•	•		
City of Sunrise - New Water Supply Well S-23	•	•			•	•	•	•	•	
Miami-Dade County Hydrogeological Services	•				•	•	•	•		
SFWMD ASR Well Program	•	•			•	•	•	•		



Resumes of Key Personnel



Neil Johnson

PG

Project Manager



34 years of experience

MS, Geology; BS, Geology

Professional Geologist, FL #2052

Neil has over 40 years combined experience as a project manager, hydrogeologist, geologist, driller, geotechnical inspector, and environmental technician. His experience includes staff management, construction oversight, testing, and rehabilitation of production wells, 100+ Underground Injection Well (UIC) Class I Injection well systems and UIC Class V Aquifer Storage and Recovery (ASR) wells; characterization of Coastal Plain sediments; development of drilling and sampling plans; monitor well installation; interpretation of hydrogeologic, geophysical, and geochemical data; quality control of construction methods and materials; regulatory coordination; and report preparation. Neil has performed permitting, design, construction supervision, testing, and inspection of ASR and Class I injection wells throughout Florida. This incorporates mud rotary and reverse air drilling, well construction, casing installation and pressure testing, supervising cementing, monitoring coring operations, geologic and hydrologic sampling, lithologic descriptions, conducting packer tests, mechanical integrity testing, and geophysical logging.

Relevant Experience

Water Treatment Plant Improvement Project | City of Pompano Beach, FL | Hydrogeological (DIW & Production Wells) Lead

Leading Stantec team to provide concentrate disposal deep injection well (DIW) design, permitting, and construction management, as well as hydrogeological services associated with the raw water production wells relocation, expansion, and rehabilitation. The plant expansion will increase the nanofiltration capacity and remove the lime softening treatment system. This project serves to maximize future allocations from the fresh Biscayne Aquifer under the City's South Florida Water Management District Water Use Permit (SFWMD WUP), minimize the need for the substantially more expensive reverse osmosis (RO) treatment technology, and address treatment for PFAS in the ground water supply.

Water and Reclaimed Water Treatment Plant Projects | City of Pompano Beach, FL | Project Hydrogeologist

Provided technical, permitting and constructability review during the planning and design of the Reclaimed Water Rapid Infiltration Trench Project.

Class I Industrial Injection Well IW-1R | City of Pompano Beach, FL | Project Manager and Geologist of Record

Led the design, permitting, negotiations, and construction of an emergency replacement well following the collapse of the injection tubing in the City's original well. The well was completed with 16-inch-diameter fiberglass-reinforced (FRP) tubing with a disposal capacity of 6.88 MGD.

Southwest Reverse Osmosis Water Treatment Plant Injection Well System Construction | City of Cape Coral, FL | Project Manager

Responsible for the construction and testing of the Southwest ROWTP Class I tubing and packer injection well system. He was also accountable for field team management, FDEP coordination, and budget and schedule management. The injection well is permitted to dispose of up to 8.6 MGD of RO concentrate and WRF effluent. The well is completed using an alternative design with 24-inch-diameter steel final casing to 2,950 feet bls with an 18-inch-diameter FRP tubing cemented in place. Additionally, Neil was responsible for the permitting, construction, and testing of the Everest WRF Class I injection well system.

Sunrise General Engineering Services | City of Sunrise, FL | Project Manager

Served as Project Manager for the permitting of the Springtree Water Treatment Plant Class V Aquifer Storage and Recovery Well and the Sawgrass Water Treatment Plant Class I Concentrate Injection Well. Neil was the Project Manager for the construction of the Flamingo Park Wellfield (3 wells) and the Sawgrass Utility Complex Mechanical Integrity Testing. He also acted as Project Engineer during the rehabilitation of the Sunrise Concentrate Injection Well. Additionally, Neil served as a Field Hydrogeologist for the Construction of the Sawgrass Concentrate Injection Well and the Arena Wellfield (6 wells).



Oscar Bello

PE, DBIA

Project Manager



27 years of experience

BS, Civil Engineering

Professional Engineer, FL #61612; Designated Design-Build Professional #116750

Oscar is a seasoned water and wastewater engineer with more than 26 years of experience delivering complex utility projects for municipal clients. His expertise spans planning, detailed design, permitting, and construction management for water treatment, wastewater, and conveyance systems. As a resident of Pompano Beach, Oscar brings not only professional expertise but also a strong personal commitment to the City's success. His local presence ensures accessibility and responsiveness, allowing him to quickly address emerging needs and provide trusted guidance to City staff.

Relevant Experience

Springtree Biscayne Aquifer Well S-23 | City of Sunrise, FL | QA/QC

The City of Sunrise selected Stantec to provide professional engineering and hydrogeological services for the design and construction of Biscayne Aquifer water supply Well S-23 at the Springtree wellfield site. The City needs to add additional wells to increase the capacity and reliability of the wellfield and provide rotational capacity for the rehabilitation or replacement of some existing wells. Services included preparing a two-dimensional analytical model, SFWMD letter modification to the existing (WUP), well siting analysis, design plans, bidding, and construction services. Design scope included raw water infrastructure including pumping, wellhead, site civil, I&C, electrical, and transmission.

Raw Water Well No. 4 at the Immokalee Water Treatment Plant | Seminole Tribe of Florida | Engineer of Record

Oscar was the Engineer-of-Record for the design of a new Biscayne Water Supply Well at the Immokalee Water Treatment Plant. Design scope included hydraulic analysis, raw water main, production well, and wellhead design. Bidding and services during construction were part of the project. The plant was served by three (3) existing raw water wells. A fourth well was required to provide redundancy and reliability to offset existing production wells, which have been in service for a number of years. Well No. 4 was permitted for a rated capacity of 300 gpm by the Seminole Tribe of Florida and the South Florida Water Management District.

Water and Sewer Biennial Engineer's Report | City of Ft. Lauderdale | Project Manager

Oscar served as Project Manager and lead contact with the City. This Biennial Report was developed based on discussions with City's leadership and personnel that are responsible for planning, operating, maintaining, and upgrading the Water and Sewer System, review of system planning, and models provided by the City. Furthermore, the report summarized Stantec's review of the water and wastewater facilities, including physical condition, regulatory compliance, and the City's capital plans.

Water Treatment Plant Improvements | City of Pompano Beach | Project Manager

In response to increased treatment requirements associated with emerging contaminants such as PFAS, the City of Pompano Beach engaged a design team led by MBC, with Stantec serving as a key partner, to expand and modernize its water treatment facilities. The project increased the City's nanofiltration (NF) membrane treatment capacity from 10 MGD to 30 MGD to meet projected maximum daily demands, while eliminating the outdated lime-softening process. Stantec provided civil, structural, architectural, and HVAC design services in support of the new NF membrane system and degasifier. The project also included the construction of a new raw water booster station and the addition of a deep injection well to manage concentrate reject flows generated by the expanded NF system. Additionally, Stantec conducted corrosion control studies and pipe loop testing to assess the compatibility of NF-treated water with the City's existing distribution system. As part of this assignment, Oscar provided technical coordination across multiple disciplines and supported the production of design drawings and technical specifications.



Becky Hachenburg

PE, PMP

Technical Advisor



29 years of experience

MS, Industrial and Systems Engineering; BS, Environmental Engineering

Professional Engineer, FL # 55435; Project Management Professional #421500

Becky has 29 years of extensive experience in the fields of water treatment process design, water management, environmental engineering, and water quality analysis, with water resources project experience including supply, ASR, and injection wells; surface water storage, canal conveyance and constructed wetlands; permitting, pilot testing, design, and construction for water treatment systems including microfiltration, nanofiltration, brackish reverse osmosis water, and surface water treatment; and electronic operations and maintenance manuals. She also has a strong track record of adeptly managing projects in the fields of hydraulic modeling, water and wastewater master planning, condition assessments, and CIP analysis. Additionally, she has worked on several consent decree projects.

Becky previously served as Project Manager for the City of Pompano Beach Reuse Irrigation Facility Permit Renewal where she prepared and submitted an FDEP Domestic Wastewater Facility Permit application for the City's OASIS facility.

Relevant Experience

Broward County 1A Water Treatment Plant | Broward County Water/Wastewater Services | Client Service Manager

Client service manager for the 1A WTP Expansion project. This project includes design and construction of a Florida water supply test well, Floridan water supply production wells, low pressure reverse osmosis water treatment plant expansion and associated facilities, water quality blending coordination with existing lime softening plant, and concentrate injection well. Becky is responsible for making sure our project manager has the resources to complete the project within schedule and budget. She also works with the client and the project team to negotiate work order amendments as the work progresses. Well siting and Floridan test well design has been completed.

Reuse Feasibility Study | City of Sunrise | Technical Manager

Served as technical manager. Tasks included evaluating five reuse levels for feasibility, including design requirements, cost estimates, and permitting issues.

City of West Palm Beach Water Treatment Plant General Engineering Services | West Palm Beach | Client Service Manager

Stantec was retained to provide design, permitting, and construction management of major upgrades to a 47-MGD surface water treatment plant. The goal of the upgrades was to improve the quality and reliability of the City's water supply while satisfying Consent Order requirements. Becky served as Client Service Manager for this effort for eight years, with responsibilities including the management of over 30 task orders. Major tasks included helping the City evaluate treatment schemes by conducting pre- and post-treatment bench scale tests, pilot testing a surface water membrane and MIEX, and producing a treatment alternatives report that evaluated 22 conceptual design options using different source waters and treatment schemes paired with present-value lifecycle costs based on construction, consumables, operations, and debt-service. Stantec also completed a plant condition assessment to determine rehabilitation and replacement needs and identify opportunities for cost-saving re-use. Additional tasks included managing implementation of the automation system; evaluating and refurbishing a high-service pump; replacing gaseous chemical systems with liquid systems; Profibus conversation; drought management; and design and construction of a new electrical generator and switchgear building and a 50-MGD UV system.

Broward County 1A Water Treatment Plant | Broward County | Client Service Manager

Client service manager for the 1A WTP Expansion project. This project includes design and construction of a Florida water supply test well, Floridan water supply production wells, low pressure reverse osmosis water treatment plant expansion and associated facilities, water quality blending coordination with existing lime softening plant, and concentrate injection well. Becky is responsible for making sure our project manager has the resources to complete the project within schedule and budget. She also works with the client and the project team to negotiate work order amendments as the work progresses. Well siting and Floridan test well design has been completed.



Hal Schmidt

PE

Technical Advisor



44 years of experience

Hal has more than 40 years of experience in the planning, permitting, design, construction management, and start-up of over \$3.5B worth of wastewater capital improvement projects. His primary focus has been in the areas of advanced and high-level biological nutrient removal, membranes, and reclaimed water reclamation, biosolids management, and resource recovery. His broad wastewater experience includes permitting, evaluation, and detailed design of collection and treatment systems (biological nutrient removal, membranes, etc.), water reclamation, and biosolids management (thickening, dewatering, stabilization and resource recovery).

In his current role as the Stantec's Southeast Wastewater Practice Leader, Hal provides technical analysis and review support to design teams for new and rehabilitated wastewater collection facilities, treatment plants, process modeling, reclaimed water, solids processing and disposal facilities, disinfection systems, energy management, emerging contaminant removal technologies, and construction sequencing. He has served on numerous state and national forums and stakeholder work groups related to environmental rules, regulations and environmental legislation, and emerging treatment technologies.

Relevant Experience

City of Sunrise Wastewater Groundwater Replenishment Pilot Program | City of Sunrise | Technical Advisory Leader

Hal was the technical advisory leader for the City's Groundwater Replenishment Pilot Program that tested emerging technologies to determine feasible reclaimed water reuse and alternative water supply options treating secondary effluent. The regulatory discharge concentrations for groundwater replenishment at this particular facility were Total Phosphates concentration of less than 10 µg/l and less than 3 mg/L of Total Nitrogen in the finished effluent. The treatment technologies tested for their effectiveness in meeting the regulatory requirements included: membrane bioreactors, MF/UF and reverse osmosis, chemical precipitation, deep bed filtration, ballasted filtration, and ultraviolet disinfection. Samples were taken throughout the treatment process train to determine the effectiveness of these technologies either operating individually and/or in combination with other technologies listed above in treating the secondary effluent from the Southwest Regional Wastewater Treatment Plant (SWRWTP). Based on the results of water quality data, a preliminary design was prepared that included the necessary water treatment technologies required to meet the effluent required for groundwater recharge, capital and operating costs associated with the treatment technologies, and the development of a construction phasing plan.

Evaluation of Potential Nutrient Impacts Related to Florida's Water Reuse Program | WateReuse Research Foundation| Technical Advisor

Hal served as a technical advisor for a study that was a joint collaboration project with the WateReuse Research Foundation, eight utilities, and four regulatory agencies. The nitrogen and phosphorous loading into waterways from point and non-point sources is of increasing concern. However, the ecological impact to receiving water bodies from potential nutrient loading associated with reclaimed water is not adequately understood. This study identified analytical reconnaissance techniques that can assist in elucidating the origins of the nutrients contributing to the impairment of surface water and groundwater. By establishing the capability to distinguish between the sources of nutrient loadings, resources can be appropriately targeted to control nitrogen and phosphorus loading into waterways. The results of this study provided: a broad assessment of nitrogen and phosphorus levels at selected reuse facilities; assessment of potential markers for water reuse, stormwater and septic influence on waterways, and their environmental fate and characteristics from lab tests for adsorption, biodegradation and photodegradation; determined the suitability of the markers; and developed a tool to determine the source of nutrient loading in an impaired waterbody by integrating markers within a sampling assessment and data analysis scheme.

Zephyrhills Wastewater Treatment Facility | City of Zephyrhills | Project Director

Stantec provided complete design and construction management services for the City of Zephyrhills Wastewater Treatment Facility (WWTF) expansion from 2.25 to 4.5 millions of gallons per day. This \$16 million expansion provides additional reuse water for irrigation of the City's golf course as well as several parks and recreational areas. Different process modifications were evaluated to determine the most cost effective process to reduce the TN in the public access reclaimed water from the City's WWTF. In addition, the work for this project included FDEP permitting to expand/upgrade the City's WWTF.



Lincoln Mueller

PE

Water Treatment Lead



36 years of experience

MS, Civil Engineering; BS, Civil Engineering

Professional Engineer, FL #98479

Link has 36 years of experience in water, wastewater, and stormwater conveyance and treatment systems with the last 19 years focused on wastewater treatment processes and operations. Having worked onsite at several municipal wastewater treatment facilities has given Link a detailed understanding of the challenges associated with successful operation of a water/wastewater treatment facility.

He provided water, wastewater, and stormwater planning, design, construction, and resident engineering services for mostly alternative delivery projects. He has a strong background in municipal treatment process and operations. Prior to joining Stantec he worked for several municipalities and districts as project manager and resident engineer.

Relevant Experience

Water Treatment Plant Improvements | City of Pompano Beach | Project Technical Lead

In preparation for increased treatment requirements due to emerging contaminants such as PFAS, the City of Pompano Beach, FL engaged a design team including Stantec to increase their nano-filtration membrane treatment process and eliminate the lime-softening system. Stantec provided Civil, Structural, Architectural, and HVAC design services to the design of the nano-filtration membrane and degasifier expansion and raw water booster station addition. Stantec provided complete services for the addition of a new deep injection well for the additional concentrate reject from the nano-filtration expansion. Stantec also conducted corrosion control studies and pipe loop testing services for evaluation of the nano-filtrated finished water to the City's existing distribution system. Link provided technical coordination and supported production of drawings and specifications

Dual Zone Monitoring Well No. 2 | City of Pompano Beach | Project Technical Lead

Projected deterioration of the City's existing Dual Zone Monitoring Well prompted the client to hire Stantec for the design of a replacement monitoring well. Stantec's hydrogeological team spearheaded the permitting process and provided guidance to the design team on well depth and configuration. Link provided mechanical design services and coordinated civil and electrical design for the complete well system.

Drake and Mulberry Water Reclamation Facility Master Planning and Expansions Metro Water Recovery | Project Manager

Client Project Manager for all phases of planning, design, and construction. Issued RFP's for contractor selection and lead the Alternative Project Delivery team in the design and construction of odor control improvement, biological nutrient removal upgrades and complete plant expansion projects

Northern Treatment Plant Effluent Temperature Project (PAR 1416) | Metro Water Recovery | Client Process Engineer, Process Engineer

Link served as Metro's Project Manager and Technical Lead for a Stantec-led evaluation of the use of counterflow cooling towers to meet in-stream temperature standards for both secondary and tertiary effluent. The project, which was delivered as a Construction Manager-at-Risk effort, involves multiple seasons of full-scale demonstration testing, alternatives analysis, detailed design, and permitting. Link completed the alternative evaluation phase and consultant selection for the overall project as Metro's project manager, then transitioned to the project's technical lead for the construction of the demonstration phase.

Drake Water Reclamation Facility Cogeneration Project | Metro Water Recovery | Client Project Manager

Innovative in finding economical solutions to energy usage, Fort Collins partnered with international Woodward Controls to design and construct a cogeneration system utilizing the plants existing anaerobic digestors to utilize the methane gas to produce heat and power for plant utilization. As the client project manager, Link coordinated agreements with Woodward to design and provide two 375 HP custom cogeneration units for 1/3rd the cost of traditional cogeneration units. The project included the generation units, gas conditioning system and switchgear building to tie into the plant's low voltage power system. On completion, the system was able to provide 600 kW of electrical power while producing heat to maintain mesophilic digestion heat requirements in the anaerobic digester system.



Heath Wintz

PE

Water Senior Engineer



26 years of experience

BS, Environmental Engineering

Professional Engineering, FL #69261

Heath brings 26 years of experience managing and delivering water control structures, aquifer and storage recovery (ASR), and pump station projects throughout Florida. He has demonstrated expertise in surface water treatment, Florida Department of Environmental Protection Underground Injection Control (FDEP UIC) permitting, and technology evaluation for ASR. In addition, Heath is deeply familiar with working closely alongside construction as well as operations and maintenance staff from serving as an embedded contract engineer.

Relevant Experience

Reclaimed Water Facility at ECRWRF | FPL | Project Engineer

Conducted Bench Scale coagulant and disinfectant testing and collaborated on Preliminary Engineering Report for 27 million gallon/day (MGD) reclaimed water facility. Designed 600 HP vertical turbine effluent pump station, ground storage tank, alum, polymer and magnesium hydroxide chemical feed systems and reject lift station for fast track schedule and startup to supply cooling water to the FPL West County Energy Center.

Miami-Dade County Hydrogeologic Services | Miami-Dade Water and Sewer Authority | Engineer of Record

Stantec is providing planning, design, permitting, and technical oversight services for 16 new Class I Injection Wells at the North, Central, South, and West District Wastewater Treatment Plants. As Engineer of Record, Heath was responsible for coordinating mechanical wellhead design and siting of six new Class I 3,400-foot injection wells at the Central District Wastewater Treatment Plant and three new Class I 3,400-foot injection wells at the South District Wastewater Treatment Plant that comply with Ocean Outfall Elimination Legislation. He provided design and technical oversight and prepared permit documents for the Florida Department of Environmental Protection (FDEP).

Injection Well Wellhead Repair and Rehabilitation at Venice Gardens East Water Reclamation Facility | Sarasota County Public Utilities | Engineer of Record

Heath prepared specifications and drawings for modifications to an injection well project including purge water piping and a reduced pressure zone assembly to simplify sampling. As Engineer of Record, he was responsible for providing design and technical oversight in addition to the preparation of Florida Department of Environmental Protection (FDEP) permit documents.

UV System and Related Infrastructure | City of West Palm Beach | Lead Process Mechanical Engineer

Led the process mechanical team through the fast-track design of a 50-MGD UV treatment process building including a new transfer pump station, hypochlorite storage and feed systems, bypass of 32 filters via large diameter hot taps, line stops, and custom fabricated steel fittings. He coordinated SCADA system and fiber optic network modifications for controls. He replaced large split-case centrifugal high-service pumps while minimizing time out of service.

C-38S Aquifer Storage and Recharge (ASR) Treatment Facility | South Florida Water Management District | Project Manager

Heath led a team of 30+ staff designing a 10-MGD water treatment facility. The \$4 million project is the first phase of a 50-MGD facility intended to treat raw water from the Kissimmee River before pumping into the aquifer for storage and recovery. Treatment systems include raw water pumping, straining, coagulation, and membrane treatment from three vendor-supplied systems. The facility was designed in coordination with six small business subconsultants. Heath oversaw high-level coordination with the District's Information Technology Department to facilitate seamless integration of instrumentation and controls into the District's proprietary network.



Rick Cowles

PG

Project Manager



33 years of experience

BS, Geology

Professional Geologist, FL #2656

Rick is a Senior Hydrogeologist with over 30 years of experience managing and delivering groundwater supply and environmental projects. He is deeply familiar with the regulatory framework related to environmental and construction issues, including the development of permits and plans for submittal to regulatory agencies. In addition, Rick has designed and installed numerous production wells for drinking water supply, groundwater recovery, water quality issues, and gradient control. He has conducted aquifer testing to evaluate well efficiency and well field yield as well as to identify recovery well capture zones and to determine aquifer coefficients. He has utilized electromagnetic conductance and resistivity geophysical methods to identify new well field sites and to determine the limits of waste placement and areas of leachate generation and migration at landfills.

Relevant Experience

Biscayne Aquifer Well Evaluation and Replacement | Broward County | Project Manager

When performance testing indicated that Broward County's Well No. 8 and Well No. 9 could not be rehabilitated, Rick led the design of two replacement wells. The resourceful solution enabled the re-use of existing wells casings and vaults by increasing the size of the wells' final casings, deepening the wells, and adding new pumps and motors.

Biscayne Aquifer Replacement Production Wells | City of Sunrise | Project Manager

Rick served as Project Manager for the design of eight replacement Biscayne Aquifer production wells. Each well will produce approximately 2 MGD with minimal drawdown. Test borings were installed at each well location to confirm assumed hydrogeologic conditions, and two 24-hour constant rate tests were conducted to determine aquifer coefficients and aid in the siting of additional wells.

Turkey Point Long-Term Groundwater, Surface Water, Meteorological, and Ecological Monitoring | City of Florida City | Client Manager

Since its inception, Stantec has been supporting a major environmental monitoring program in the area surrounding the Turkey Point Nuclear Power Plant. The program was originally designed to assess the effects of a unique 4.8-billion-gallon saline/ hypersaline cooling canal system (CCS), but it was expanded to assess the effectiveness of remedial measures to reduce CCS salinity and reduce the hypersaline groundwater plume. Rick's involvement has included leading design and implementation of a large-scale airborne geophysical survey to identify the extent of hypersalinity and the design of systems to remove and dispose of the water in deep injection wells. Rick also evaluated and reduced significant algal blooms in the CCS; oversaw development of a GIS-based model to determine the cooling efficiency between each canal finger; lead development of nutrient management and sediment removal plans; managed design of a chemical treatment system to control algae growth; and oversaw the design of multiple test production wells.

Deep Injection Well Design and CA Services | City of Hollywood | Project Manager

As project manager, Rick oversaw the development of design documents, permitting activities with FDEPUIC, and bidding services for selection of a drilling contractor. The City of Hollywood needed to construct a deep injection well (DIW) and dual zone monitoring well (DZMW) system for disposal of RO concentrate and provide backup disposal for wastewater effluent. The next phase of work was to be the installation of the DIW and DZMW system. We provided construction management and full time field services during the installation of the DIW system.

Aquifer Storage and Recovery (ASR) Well Program | South Florida Water Management District | Project Manager

With a planned total capacity of 275 MGD, the Lake Okeechobee Watershed Restoration Project (LOWRP) is one of the largest ASR projects in the world. Rick served as Project Manager for this effort, which involves the siting, design, permitting, construction, and testing of 55 ASR wells—each capable of pumping 5 MGD—at eight sites throughout the watershed. Work to date on this fast-tracked, multi-year effort has included siting analysis, ASR well design, FDEPUIC permitting, and treatment evaluation, as well as assessment of the existing Kissimmee ASR well and treatment system and mechanical integrity testing of the L-63N ASR well.



Tom Nogaj

PhD, PE

Reuse Lead



39 years of experience

PhD, Environmental Engineering; MS, Environmental Engineering; BS, Civil Engineering

Professional Engineer, FL #42854

Dr. Nogaj has 39 years of experience in civil and environmental engineering. He has experience implementing and managing water and wastewater design and construction projects. Specific project experience includes facility planning of water supply and wastewater systems, design of water and wastewater conveyance systems. Advanced Wastewater Treatment (AWT) facilities, large pump stations, potable water deep well supplies and treatment facilities, and construction administration. Dr. Nogaj has experience in advanced mathematical modeling of the activated sludge process using advanced dynamic simulators including BioWin; SIMBA#; SUMO. His research focuses on the "Mathematical Modeling of Carbon Removal in the A-Stage Activated Sludge System."

Relevant Experience

Hernando County Airport Subregional Wastewater Treatment Plant Expansion Phase III | Hernando County | Process Design Lead

Lead for process design and quality control for an expansion from 3.5 to 6 MGD AADF and process conversion to meet effluent total nitrogen of 3 mg/L. Developed an innovative 4 MGD ADF step-feed BNR process that required approximately half of the volume and power consumption compared to the previously planned 4-stage BNR process. This resulted in over \$8 million in capital cost savings and \$10 million in lifecycle cost savings.

NEWRF Distribution Pump Station Replacement | City of St. Petersburg | Principal-in-Charge

Principal-in-Charge for preliminary design, detailed design, bidding, and construction phase services of the Distribution Pump Station Replacement at the Northeast Water Reclamation Facility (NEWRF). The project will require the design and installation of a new Distribution/Effluent Pump Station (DPS) that will replace the existing pump stations and handle effluent disposal along with reuse effluent distribution. New flow meters, controls, and sampling will be addressed in this project along with the new structure. The ultimate goal is to design a reliable station with redundant safeguards to prevent any overflows from occurring.

Capacity Evaluation of the City of Largo's RCW Distribution System | City of Largo | Principal-in-Charge

In 2021, Florida Senate Bill 64 was passed which eliminates the ability to dispose of reclaimed water (RCW) to surface waters by the year 2032. In preparation for meeting this regulation, the City of Largo (City) contracted Cardno to evaluate the City's reclaimed water distribution system and determine its current distribution capacity and whether that capacity could be increased. Evaluated modifications to increase RCW distribution capacity will include RCW storage and pumping operations, pipeline modifications, and alternative disposal methods such as deep well injection. The City's RCW distribution system currently provides RCW to 151 metered users with approximately 2,900 residential users. An average of 12 million gallons per day (MGD) of RCW is produced at the City's Water Reclamation Facility (WRF). Approximately 5 MGD of the RCW goes through the RCW distribution system and the remaining 7 MGD is directed through a 30 inch pipe to a surface water discharge outfall in Feather Sound. The City's RCW residential and commercial users can irrigate three times a week between the hours of 5 PM – 9 AM, with the specific days depending on their respective even/odd address number. In addition, residential irrigation is not allowed on Wednesdays and commercial irrigation is not allowed on Fridays and Sundays. Commercial restrictions do not apply to golf courses and select industrial users.

Reclaimed Water Transmission Main – Caloosahatchee River Crossing | City of Cape Coral | Principal-in-Charge

Principal-in-Charge for design and installation of a reclaimed water transmission main across the Caloosahatchee River. The proposed 14,600-foot transmission main will run from an interconnection with the City of Cape Coral's Everest Water Reclamation Facility (WRF) and extend across the Caloosahatchee River to a point of interconnection located near the south side of the Midpoint Bridge in the City of Fort Myers. The horizontal directional drilling (HDD) method was selected for implementation. At 7,650 feet, this 24-inch Fusible PVC pipeline across the Caloosahatchee River will be among the longest sub-aqueous HDD projects in the world.



David Socha

PE, PMP

Reuse Senior Engineer



30 years of experience

MBA; BS, Chemical Engineering

Professional Engineer, FL # 73821; Professional Project Manager #1490638

David brings 30 years of global experience in process-mechanical engineering design, operations management, process optimization, and project management in the water/wastewater and mid-stream oil & gas industries. He has extensive experience in process simulation, process safety management, and design engineering management experience, for a wide array of projects across several industries such as water and wastewater, oil & gas, fertilizer, food, pulp and paper and others.

Relevant Experience

Reclaimed Water Expansion Project | Tampa Electric Company | Project Technical Lead and Process-Mechanical Design Lead

As a Project Technical Lead, David has been in charge of managing the team of professionals into developing the design for a new 2 MGD reclaimed water pump station and two pipelines to convey this reclaimed water to TECO's Polk Power Station Reclaimed Water Treatment Plant. Design Services included the preparation of a biddable package, permitting support and engineering services during construction. The design of the pump station included the installation of new turbine pumps, along with a new prefabricated electrical building. The design of the new pipelines, included the installation of PVC and HDPE pipe, with routing that included congested residential areas, highways, rural terrains and HDDs through phosphatic clay. Scope of services also included the bidding and procurement of the construction services and all main equipment.

River Oaks Advance Wastewater Treatment Plant (AWTP) Diversion Project - Design Criteria Professional | Hillsborough County | Design Criteria Professional

David has been responsible for leading the preparation of, and executing the process-mechanical design for, the Design Criteria Package (DCP) for the diversion of the River Oaks Advanced Wastewater Treatment Plant. The DCP constitutes the design basis of this Design-Build project, which is part of the Northwest Consolidation Program, aimed at combining the wastewater treatment for this area of the County, in a single expanded plant (NWRWRF), decommissioning two other older units (River Oaks and Dale Mabry). The decommissioning project includes the construction of new force mains for the conveyance of the wastewater currently being treated at River Oaks, a new associated Pump Station, a new complete Reclaimed Water Outfall Facility, the repurposing of an existing reclaimed water 5 MG tank for use as wastewater surge tank, and the complete demolition and repurposing of the existing wastewater facility. Additional after award of the project to the design-builder, David has led the review of the compliance of the proposed design with the requirements established in the DCP, reviewed submittals to confirm compliance with the PUD's standard details and specifications, and supervised construction inspection on the job.

Howard F. Curren Advanced Wastewater Treatment Plant Upgrades | City of Tampa | Design Manager and Process-Mechanical Design Lead

Responsible for leading the design activities associated with the \$350M progressive design-build project at the City of Tampa's 96 mgd HFCAWTP. His work primarily focused around the upgrades to the 36 denitrification filters and high level disinfection facilities. The first phase of the work at the HFCAWTP included a condition assessment of each of the denitrification filtrations facilities. As a result, individual components of each of the filters were replaced entirely or upgraded, which included flow metering, air and process water piping and valves, process blowers, chemical storage/feed systems, and other miscellaneous components that are associated with the denitrification filters.



Marlon Medina

PE, CFM

Pumping Systems



17 years of experience

BS, Civil Engineering

Professional Engineer, FL #77052; Certified Floodplain Manager #US-12-06741

Marlon has 17 years of experience in the design of Civil Engineering systems including drainage, paving, and utilities for large scale projects. He has served as Engineer of Record and Stormwater Project Engineer for various drainage, water, sewer, stormwater and sewer pump station design, and industrial projects. His experience has allowed him to effectively deliver projects satisfying all owner requirements. Marlon has focused on assisting clients with water infrastructure designs including infiltration trenches, and stormwater pump station. He is proficient at various software packages including Microsoft Project, ICPR4, AutoCAD, and Auto Turn.

Relevant Experience

Master Pump Station 104.00 Vertical Asset Hierarchy Development | Collier County | Project Engineer

Project Engineer responsible for the asset management evaluation of Master Pump Station 104.00. Services included an analysis of available project cost information necessary to assign a reasonable capital cost to each utility asset. Project data including the Construction Plans, Schedule of Values, Cost Estimate, Bid Tabulation, and Technical Specifications were broken down in the development of a final asset cost. These efforts assisted the Stantec GIS team in developing an ArcGIS based inventory that will aid Collier County in forecasting future capital costs when planning for utility improvements.

Lift Stations 122, 128, and 210 Improvements | City of Sunrise | Project Engineer

Responsible for the engineering analysis and report, design drawings, and specifications for the repair and rehabilitation of LS 122, LS 128, and LS 210. These three lift stations are not meeting current hydraulic demands and will be converted to submersible lift stations. A design criterion was developed and implemented to identify a new peak flow demand for each sewer basin. LS 122 will be upgraded with new 60 Horsepower pumps, variable frequency drives and an onsite natural gas generator. Engineering services will also include obtaining state and local permits, and Engineering Services during construction.

Pump Station Improvement Program (PSIP) | Miami Dade Water and Sewer | Project Manager and Engineer of Record

Project Manager and Engineer of Record for ten pump stations part of the PSIP. US-EPA issued a Consent Decree to Miami Dade County requiring over 112 sewer pump stations to be brought into compliance over a period of 5 years. Stantec was selected as a consultant to provide engineering services necessary for upgrading over a dozen pump stations and bringing them into compliance with US-EPA criteria. Marlon was responsible for the development and delivery of project documents including engineering analysis and reports, project drawings, and specifications. Engineering services also included obtaining state and local permits. Stantec has met the challenge of obtaining these permits in a very short period and delivering these pump station projects expeditiously to meet critical EPA deadlines. Certification of these pump stations removed them from Moratorium and allowed for Certificates of Occupancy to be issued with permission to connect to adjacent sewer systems.

JPA Alton Road (South) Pump Station | FDOT | Engineer of Record

Responsible for the engineering analysis and report, design drawings, and specifications for the new City of Miami Beach PS #25. Working alongside FDOT, Stantec and Miami Beach are upgrading the existing sewer infrastructure by installing an appropriately sized gravity conveyance system with a new PS to provide an acceptable level of service. The new PS has been designed to meet the City's latest Resiliency initiatives and provide enough capacity for the future. The design team updated the master sewer model to justify the size of the new pump station and worked closely with FDOT and the City to ensure the construction sequence and project challenges were carefully coordinated. Careful modeling coordination with the sewer master planner allowed Stantec to select a flexible pump and remove a surcharge condition from Miami Beach's existing system. The project includes a new 8-ft diameter wet well with 20HP pumps, a valve vault, an elevated platform for the new electrical equipment, and a new site facilities including screening and driveway for adequate maintenance.



Caroline Smith

GIT

Water Supply Wells



10 years of experience

MS, Geology/BS, Geology

Geologist-in-Training, Florida

Caroline has 10 years of working experience in hydrogeologic field oversight during well construction and development phases; oversight for various drilling techniques including power auger, mud rotary, reverse air, Geoprobe, and core bores; geophysical log interpretation; implementation of well design and construction; hydrologic data collection; water quality profiling, nano-filtration and reverse osmosis raw water supply investigations, wellfield contamination investigations, collection and analysis of water quality data; rehabilitation of older wells, performing field geologic analysis; and pump testing for Surficial and Floridan Aquifer projects in South Florida. Caroline has overseen the construction of approximately forty (40) Upper Floridan Aquifer wells and provided 24-hour onsite construction management and coordination. In addition, Caroline has performed Phase I and Phase II environmental site assessments, contamination assessments, water quality sampling for numerous monthly monitoring and reporting for water use permits. Recent projects have concentrated on the construction, acidization, and testing of Floridan Aquifer production wells associated with nuclear power cooling systems.

Relevant Experience

ASR Well Program | SFWMD | Okeechobee, Florida | Construction Manager/Hydrogeologist

Caroline is serving as Construction Manager and Hydrogeologist for the siting, design, permitting, construction, and testing of the initial six ASR wells. Each ASR well will be capable of storing and recovering five MGD of treated surface water. Work to date on this fast-tracked, multi-year effort has included siting analysis, ASR well design, FDEP UIC permitting and reporting, and treatment evaluation, as well as assessment of the existing Kissimmee ASR well and treatment system and L-63N ASR well. Currently, construction of four ASR test wells at the C-38N and C-38S sites is near completion, and construction has begun for two more wells at the L-63N site.

Aquifer Storage and Recovery (ASR) Continuous Coring Program | SFWMD | Okeechobee, Florida | Senior Hydrogeologist

Construction management and oversight for the Continuous Coring Program Project in which purpose is to identify the geologic, hydrogeologic, geophysical data, and water quality conditions at five (5) sites for the SFWMD ahead of ASR Well Construction. The data was and will be used to support and guide the design of up to 55 ASR wells planned to be constructed around the region of Lake Okeechobee, FL. The project includes hydrogeologic data collection via packer testing every 30 feet and continuous coring every 30 feet, to a total depth of 2,000 feet. Water quality, well performance, lithologic, and geophysical data analyses, as well as and temporary well construction performed during continuous coring for the SFWMD provide detailed hydrogeologic data to assist with the design for future ASR Well Sites.

Two Floridan Aquifer System Well Construction Turkey Point Power Plant | Florida Power and Light | Hydrogeologist

Provided field construction oversight and project management for construction and testing of two (2) new, 20-inch diameter FRP Floridan aquifer wells for freshwater supply to reduce salinity in the cooling canal system by artesian flow; and one dual purpose well to provide emergency cooling of Upper Floridan Aquifer water supply and provide the cooling canal system for freshening purposes. Designed for artesian flow and implemented an aggressive acid treatment program to meet design flow requirements of 15 MGD. Responsible for project design and specifications, construction, acidization and testing, development, water quality and well performance sampling, oversight of the contractor, technical reporting, communication with the client, and contractor compliance with regulations. Tracking to complete work within high-pressure timeframe due to regulatory requirements from Miami Dade County.

Four Floridan Aquifer System Well Construction | Florida Power and Light | Hydrogeologist

Provided field construction oversight for construction and testing of four (4) new, 20-inch diameter FRP Floridan Aquifer wells for freshwater supply to reduce salinity in the cooling canal system by artesian flow; and one dual purpose well to provide emergency cooling of Upper Floridan Aquifer water supply and provide the cooling canal system for freshening purposes. Designed for artesian flow and implemented an aggressive acid treatment program to meet design flow requirements of 15 MGD. Responsible for design, construction, and testing of four production wells.



Mario Gamboa

PE

Electrical and I&C



44 years of experience

BS, Electrical Engineering

Professional Engineer, FL #44675

Mario's professional experience spans 44 years of Electrical Engineering in a wide range of water and wastewater projects working in conjunction with Environmental Engineers and Municipalities. As a Lead Electrical and Controls Engineer, Mario has been responsible for the coordination of quality control and Electrical design, Instrumentation and SCADA Systems for water treatment projects, in accordance with customers design criteria and standards, including power distribution systems with medium voltage arc resistant switchgear, 480 arc resistant switchgear, motor control centers and underground duct-banks. Mario's professional experience with the City of Pompano Beach WTP is unique, because he has been involved since 2011 with the assessment of the original electrical systems, issued several revisions to the electrical master plan report, for the replacement and upgrade of the entire WTP electrical systems in multiple constructions phases, as necessary to maintain the WTP in continuous operation and meet the available construction capital budget(s).

Relevant Experience

City of Pompano Beach, WTP - Water Treatment Plant, Phase I Buildout of Existing NF Facility (Emerging Contaminants Upgrades) | Electrical Engineer of Record

Led the electrical design for Phase I buildout of the nanofiltration (NF) facility, expanding treatment capacity to 25 MGD. Scope included electrical provisions for NF feed pumps, raw water booster pumps, and concentrate pumps with variable frequency drives; new 480V motor control centers for the degasifier and NF systems; standby power generation; and electrical distribution designed to meet EPA Class I reliability standards with redundant power feeds, fiber optic network integration, and interlocks with process controls.

City of Pompano Beach, WTP - Water Treatment Plant, Phase IV Electrical Master Plan Improvements | Electrical and Instrumentation Engineer of Record

Developed the electrical master plan to replace the aging 30-year-old 5 kV power distribution system with state-of-the-art 5 kV arc-resistant switchgear. Scope included design of two new 5 kV, 2 MW standby generators synchronized with an existing 2 MW unit; 5 kV VFDs for speed control of two 600 HP high service pumps; replacement of existing 480V MCCs; underground manholes and duct bank systems; and full interconnection with the plant SCADA system. This modernization will deliver a resilient electrical and standby power generation system with ample capacity to support the City's long-term treatment and NF process expansion to 30 MGD.

City of Pompano Beach, WTP - Water Treatment Plant, Phase III Transfer Pump Station Improvements | Electrical and Instrumentation Engineer of Record

Designed electrical upgrades at the transfer pump station, including a new 480V switchboard, VFDs for speed control of 50 HP transfer pumps, and replaced VFD for 200 HP NF membrane pumps, underground manholes, and full SCADA system integration. Delivered a modernized electrical and instrumentation system that enhanced operational efficiency while meeting budget and schedule constraints.

City of Pompano Beach, 15 KV Power Feeder Upgrades for Wells No. 17, No. 18 and No.19 | Electrical Design Review and Construction Observation Services for the Private Developer to comply with CITY requirements and standards

Provided Engineering Services to oversee the electrical design provisions and pertinent construction by a private Developer, who damaged existing underground cables that supply power to west water wells No. 17, No. 18 and No. 19. Project included 15 KV Pad mounted Transformers, cables splitter cabinets, 15 KV Feeders and underground duct banks and manholes that supply power to three (3) existing Water Wells.

Broward County, WTPS District 1B1, District 2A, District 3A | Electrical and Instrumentation Engineer of Record

Electrical and Instrumentation Engineer for Broward County, Water High Service Pumping Stations and Storage Tanks, at District 1B1, District 2A, District 3A, Project included design of 480 Volts Motor Control Centers; pumps with variable frequency controllers, new programmable controllers. Electrical construction cost within budget and with minimum changes.



Chuck Schramm

PSM

Surveying & SUE



36 years of experience

BS, Survey and Mapping

Professional Surveyor and Mapper, FL #LS5366

With nearly 4 decades of geospatial experience, Chuck Schramm's leadership brings valuable insights, streamlines data collection, and improves the overall accuracy and efficiency of our projects. With his guidance, our survey team is poised to achieve new heights in quality and impact. His responsibilities include daily operations of the surveying department, estimating, project progress reporting, coordination with other departments and clients, and business development. He also has extensive experience with a variety of engineering and surveying-related computer software, including Bentley OpenRoads Designer (ORD), MicroStation, and GEOPAK, and experience in NPDES documentation.

Relevant Experience

Port Everglades Maintenance Building New Site | Florida | Survey Manager

KEITH provided planning, civil engineering, and landscape architecture design along with survey, SUE and UC for Port Everglades to construct a new facility to consolidate Port Facilities Maintenance and Operations from the current functions that are located within various buildings throughout the Port Everglades Campus into a central location. KEITH is conducting a Boundary and Topographic Survey of the site, covering the area between SE 20th St, SE 22nd St, SE 14th St, and Eisenhower Boulevard. The survey will include all surface features, trees, and utility markings, and will be referenced to the Florida State Plane Coordinate System (NAD83/11) and NAVD88. Additionally, the KEITH Team will perform a Title Search and incorporate any encumbrances into the survey. For Subsurface Utility Engineering (SUE), KEITH will follow ASCE Standard 38-02 to designate, locate, and map existing subsurface utilities. This includes marking utilities with Ground Penetrating Radar (GPR) and performing up to 12 test holes to expose utilities. Utility record research will be conducted to identify utility owners and develop a composite drawing. KEITH will also provide utility mapping and horizontal designation services, ensuring accuracy and resolving any discrepancies.

Water Service Material Validation | Broward County, FL | Survey Manager

KEITH, under this continuing service contract, provided civil engineering services for this Water Service Material Validation project. This project supported compliance with the EPA's Lead and Copper Rule Improvements (LCRI) by identifying and validating the materials of existing water service lines within the County's drinking water system. The scope included predictive modeling, field investigations, and integration of findings into BCWWS's GIS system. KEITH performed visual inspections and vacuum excavations to verify service line materials, documented findings, and supported data-driven decision-making. The project also involved the use of Trinnex's LeadCAST software to enhance predictive modeling capabilities.

Racetrack Logistics Center | Broward County, FL | Survey Manager

KEITH is assisting the Client in the development of a KEITH Facility project called Live! Resorts Pompano - Industrial Parcels consisting of four parcels equaling up to 1.5 million-SF of industrial space on an approximately 95.8-acre site. KEITH provides professional services to the Client including civil engineering, planning, landscape architecture, and construction program administration. KEITH is assisting the Client in meetings with government agencies/permit authorities, site plan preparation and amendments, building permitting, final engineering documents including paving, grading, and drainage plans, pavement marking and signing plans, water distribution, sanitary sewer, and lift station plans, erosion control and demolition plans, engineering permitting, final landscape construction documents including hardscape and layout plan, grading plan, sitework details, irrigation and lighting plans, a tree disposition plan, and construction administration and program management through inspection and final certifications.



Paul Catledge

PE

Geotechnical Services



21 years of experience

BS, Civil Engineering

Professional Engineer, FL #68448

Paul is a graduate of Louisiana State University with a B.S. in Civil Engineering, with over twenty-one (21) years of engineering experience including geotechnical analysis, design and inspection of deep and shallow foundation systems, and structural design. Mr. Catledge also has sixteen (16) years of experience overseeing and performing construction materials testing and structural inspections. He is registered in multiple states including Florida, New York, Indiana, Texas, Kentucky, Michigan and Louisiana. He is a member of ASCE and a past President of the Broward Chapter of the Florida Engineering Society. He is a founding principal of PanGeo Consultants.

Relevant Experience

Terminal 4 Expansion, Port Everglades, Fort Lauderdale, FL

Plans called for the construction of new mooring bollards within the apron between Terminal 4 and Slip 2, a new canopy at the southwest side of Terminal 4 between the terminal and the parking garage, an approximately 30 ft tall arch at the parking garage northside driveway entrance, and a new tower structure at the southeast corner of Terminal 4. The exploration of subsurface conditions included the performance of Standard Penetration Test (SPT) borings, and review of the Broward County Soil Survey Map. Pan Geo Consultants, LLC was requested to perform a total of seven (7) Standard Penetration Test (SPT) borings (ASTM D-1586) in order to evaluate the subsurface soil conditions within the footprint of the proposed structure. The borings were performed to depths of forty to eighty feet below the ground surface.

Key West Ferry Terminal Expansion, Key West, FL

Performed barge based borings for a 121 foot long extension to an existing 180 foot long dock. Expansion was supported by square pre-cast concrete piles.

Floating Docks at Key West Bight, Key West, FL

Performed barge based borings, analysis and design for the construction of a 164 ft long floating dock system with 35 ft extensions along Trumbo Road in Key West. Piles were HSS 18 and 20 x 0.5 inch steel pipe. Lateral, uplift, and compressive capacities were analyzed.

New Redundant Bypass Line | Fort Lauderdale, FL

This project called for the installation of a new sewage line. The sewage line was installed via directional drilling and open cut. Upon completion of Standard Penetration Test borings in general accordance with ASTM D-1586 specifications to depths of 80 ft., and at the completion of the on-site work, an engineering report including a description of findings and general site preparation recommendations for support of the proposed construction was provided.

Margate Phase 2 Watermain Replacement, Margate, FL

This project called for the installation of new watermain. Upon completion of Standard Penetration Test borings in general accordance with ASTM D-1586 specifications to depths of 8 ft., and at the completion of the on-site work, an engineering report including a description of findings and general site preparation recommendations for support of the proposed construction was provided.

Proposed Pump Station, Southgate Blvd. & Stranahan River, North Lauderdale, FL

This project called for a new pump station at the C-14 Outfall, which is located at the NW corner of the City of North Lauderdale. The intent of the exploration was to identify any construction issues associated with the proposed pump station. The existing canal at the site to be backfilled with select fill and rock in order to prepare the foundation for the pump station as well as recommendations for proposed sheet piles. Project scope included field testing including soil borings, auger borings, laboratory testing and foundation recommendations.

Pump Station A-16 Upgrade, Ft. Lauderdale, FL

This project called for upgrades to pump station A-16, including new lines installed via directional drilling and open cut. Project scope included field testing including soil borings, laboratory testing and foundation recommendations.



Office Locations

Local Presence, Local Knowledge and National Expertise

Our 50+ person staff in the Deerfield Beach office is supported by literally thousands of professional throughout the state and nation. This provides the City of Pompano Beach with all the benefits of a local, experienced, and responsive firm, while also offering tremendous depth of expertise in highly specialized areas.

We are local

Our project manager will provide Primary Project Management out of our Deerfield Beach, Florida office. Our staff will be ready and available to the City for anything you may need. As shown in the graphic below, we have nearly two dozen offices statewide. We can provide over 130 local specialists for this contract if needed. These offices specialize in local municipal engineering services.

The map indicates the Florida locations for Stantec and our subconsulting partners.

Our staff will be ready and available to the City for anything you may need. Our team will be led by Senior Project Manager Oscar Bello, PE. He will provide responsive service and will be available to the City immediately once a request is made.

Contact Information

Stantec Consulting Services Inc.

Neil Johnson, PG, PMP, Principal-in-Charge
(954) 806-7106
neil.johnson@stantec.com

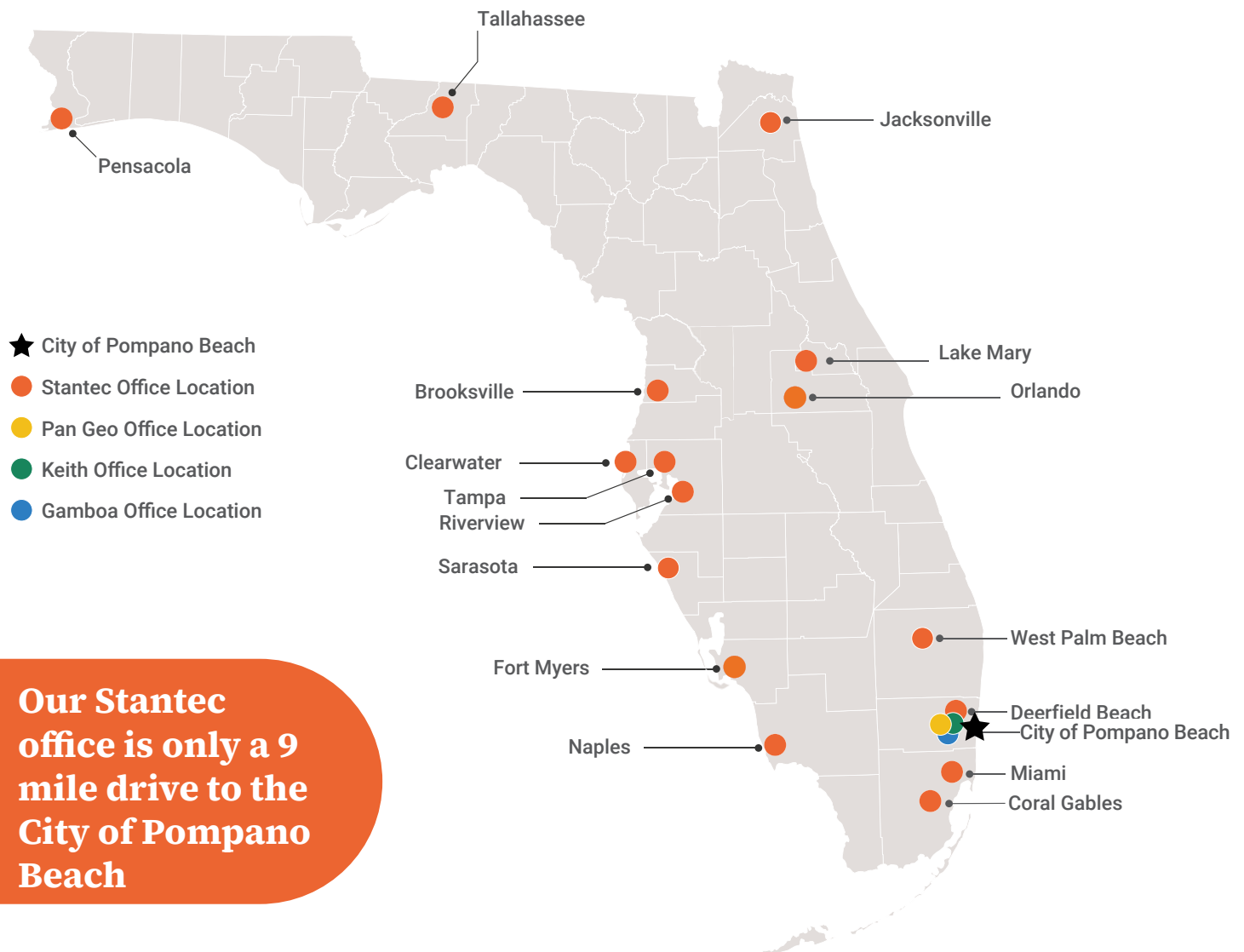
Oscar Bello, PE, Project Manager
(954) 650-0164
oscar.bello@stantec.com

Primary Project Management Location

800 Fairway Drive, Suite 195
Deerfield Beach, Florida 33441

Stantec Headquarters

400-10220-103 Avenue NW
Edmonton AB CAN T5J 0K4





Litigation

Litigation

There are no unsatisfied judgments or arbitration awards outstanding against Stantec. Stantec does have some legal proceedings, lawsuits, or claims pending. These are a normal part of professional services industries. All have been reported to Stantec's insurers who are in the process of adjusting/managing them. None will have a material effect on the financial position of the company or its ability to undertake this assignment. Perhaps of greater comfort to our clients is the fact that Stantec seeks to deal with client concerns and claims promptly and fairly through its Risk Management group. As a public company, Stantec has substantial assets and maintains a high professional liability insurance limit. Stantec's claims history has resulted in relatively low insurance premiums when compared with firms of similar size and character.

We have included a listing below of litigation within the last five years arising out of Stantec Consulting Services Inc. performance on our water business line projects.

Caption of Case	Description of Dispute	Begin/End Dates	Status or Outcome
Greyhawk at Golf Club of the Everglades Homeowners Association, Inc., V. Pulte Home Company, LLC, a Michigan limited liability company, successor by conversion of Pulte Home Corporation, a Michigan corporation d/b/a Centex Homes; ABC Fire Equipment Corporation., a Florida corporation; Atlas Design & Engineering Inc., a Florida corporation; Crowther Roofing and Sheet Metal Of Florida, Inc., a Florida corporation; DIVOSTA HOMES, L.P., a foreign limited partnership; J.R. Evans Engineering, P.A. a Florida corporation; MHKAP, LLC, a Florida limited liability company d/b/a MHK Architecture & Planning; NPS Consulting LLC, a Florida limited liability company, Outside Production Inc., a Florida corporation; Scott R. Vaugh, PE, LLC, a Florida limited liability company; Stantec Consulting Services, Inc., a foreign corporation; Timmons Contracting, Inc., a Florida corporation; d/b/a Lovin Construction; and YPC Consulting Group, PL, a Florida limited liability company	Various construction and design defects	07/26/2024 - 03/28/2025	Dismissed
Savanna at Lakewood Ranch Homeowners' Association, Inc., a Florida NotFor-Profit Corporation, v. Lennar Homes, LLC, a Florida Limited Liability Company, Meritage Homes of Florida, Inc., a Florida Corporation, Windward Building Group, Inc., a Florida Corporation, Elite-Weiler Pools, Inc., a Florida Corporation, G .B. Collins Engineering, P.A., a Florida Corporation, Fieldstone A&E, LLC, a Foreign Limited Liability Company, Stantec, Inc., a Canadian Corporation, as successor of CHP & Associates, Consulting Engineers, Incorporated, a Florida Corporation, and Stantec Consulting Services Inc. f/k/a Stantec Consulting Group, Inc., a Foreign Corporation	Count 23-Professional Negligence to Defendant Stantec Count 24-Violation of 553.84, Florida Statutes To Defendant Stantec Count 25-Professional Negligence to Defendant Stantec Consulting Count 26-Violation Of 553.84, Florida Statutes to Defendant Stantec Consulting	07/30/2024 -	Pending
Case information unavailable.	Design and construction deficiencies (erosion/trails/drainage outfalls).	10/7/2021 -	Pending

Caption of Case	Description of Dispute	Begin/End Dates	Status or Outcome
<p>L'atelier Condominium Association, Inc., v. SMGW Golden Sands, LLC, G.T. Construction And Development, Inc, RAI Architecture International, P.A., Edwards And Zuck, P.C., De Los Reyes Engineering, Inc., Titan Glass & Aluminum, LLC, Hart Mechanical, LLC, Professional Plumbing Corp., James J. Brooks, Inc. d/b/a Advanced Stucco, Paragon Painting And Waterproofing, Inc., Aaron Builders, LLC, Lotspeich Company, Inc., Southern Coast Enterprises, Inc., Bari Millwork & Supply, LLC, BES Associates, Corp., Global Performance Windows, Inc. d/b/a Epsilon Usa, Moraca Builders Incorporated, Century Tile And Marble, Inc., Edwin M. Green, Inc., JC&A Electrical Contractors, Inc., Kone, Inc., VSN Engineering, Inc., Rodolfo J. Vargas, Division Iii Group Corp. Bradford Products, LLC., York Security Solutions, and Greenscreen, Inc.</p>	<p>Professional negligence in the design of the mechanical, electrical, and plumbing elements of the condo building.</p>	<p>6/21/2022 - 02/28/2024</p>	<p>Settled</p>
<p>Del Webb at Lakewood Ranch Homeowners Association, Inc. V. Pulte Home Corporation; Pulte Home Company, LLC; Stantec Consulting Services, Inc., Fieldstone A&E, LLC; Allison Contractor Solutions, Inc.; Willis A. Smith Construction, Inc. D/B/A Willis Smith Construction.; Crown Roofing, LLC; Roof Tile Specialists, LLC; Gulf Western Roofing & Sheet Metal, Inc.; Yoder Construction Services, LLC; Bob Mtlter Masonry, Inc.; F&S Frame & Trim, Inc.; Commercial Plastering, Inc.; Royal Palm Painting, Inc.; Rice Contracting Enterprises, Inc. D/B/A Rice Windows And Doors; Bay Area Exteriors, LLC; Supreme Seamless Gutters, LLC; Stonecrafters Architectural Precast Stone, Inc.; Aragon Pools & Spas, LLC; Jay's Fencing, LLC; Aqua Plumbing & Air Services, Inc.; Seabreeze Electric, LLC; And Holland Landscaping And Tree Service, Inc. D/B/A Holland Enterprises</p>	<p>Allegations of issue with design and construction of subdivision infrastructure.</p>	<p>9/2/2025 -</p>	<p>Pending</p>



City Forms

COMPLETE THE PROPOSER INFORMATION FORM ON THE ATTACHMENTS TAB IN THE EBID SYSTEM. PROPOSERS ARE TO COMPLETE FORM IN ITS ENTIRETY AND INCLUDE THE FORM IN YOUR PROPOSAL THAT MUST BE UPLOADED TO THE RESPONSE ATTACHMENTS TAB FOR THE RLI IN THE EBID SYSTEM.

PROPOSER INFORMATION PAGE

RLI 25-072, Water and Reuse Treatment Plant Projects - Continuing Contracts (CCNA)
 (number) (RLI name)

To: The City of Pompano Beach, Florida

The below named company hereby agrees to furnish the proposed services under the terms stated subject to all instructions, terms, conditions, specifications, addenda, legal advertisement, and conditions contained in the RLI. I have read the RLI and all attachments, including the specifications, and fully understand what is required. By submitting this proposal, I will accept a contract if approved by the City and such acceptance covers all terms, conditions, and specifications of this proposal.

Proposal submitted by:

Name (printed) Neil Johnson Title Senior Principal

Company (Legal Registered) Stantec Consulting Services Inc.

Federal Tax Identification Number 11-2167170

Address 800 Fairway Drive, Suite 195

City/State/Zip Deerfield Beach, Florida 33441-1828

Telephone No. (954) 481-2812 Fax No. (954) 481-2818

Email Address neil.johnson@stantec.com

COMPLETE THE PROJECT TEAM FORM ON THE ATTACHMENTS TAB IN THE EBID SYSTEM. PROPOSERS ARE TO COMPLETE FORM IN ITS ENTIRETY AND INCLUDE THE FORM IN YOUR PROPOSAL THAT MUST BE UPLOADED TO THE RESPONSE ATTACHMENTS TAB FOR THE RLI IN THE EBID SYSTEM.

PROJECT TEAM

RLI NUMBER 25-072

Federal I.D.# 11-2167170

PRIME

Role	Name of Individual Assigned to Project	Number of Years Experience	Education, Degrees
Principal-In-Charge	<u>Neil Johnson, PG</u>	<u>34</u>	<u>MS, BS</u>
Project Manager	<u>Oscar Bello, PE, DBIA</u>	<u>27</u>	<u>BS</u>
Asst. Project Manager	<u>NA</u>	<u></u>	<u></u>
Other Key Member	<u>Hal Schmidt, PE, BCEE (Tech Advisor)</u>	<u>44</u>	<u>MS, BS</u>
Other Key Member	<u>Becky Hachenburg, PE, PMP (Tech Advisor)</u>	<u>29</u>	<u>MS, BS</u>

SUB-CONSULTANT

Role	Company Name and Address of Office Handling This Project	Name of Individual Assigned to the Project
Surveying	<u>Keith and Associates, Inc., dba KEITH</u> <u>301 E. Atlantic Boulevard, Pompano Beach, FL 33060</u>	<u>Chuck Schramm, PSM</u>
Landscaping	<u></u>	<u></u>
Engineering	<u>Gamboa Engineers LLC (Electrical)</u> <u>17433 SW 65 CT, Southwest Ranches, FL, 33331</u>	<u>Mario Gamboa, PE</u>
Other Key Member	<u>Pan Geo Consultants, LLC (Geotechnical Eng)</u> <u>8258 State Road 84, Davie, FL 33324</u>	<u>Paul Catledge, PE</u>
Other Key Member	<u></u>	<u></u>
Other Key Member	<u></u>	<u></u>
Other Key Member	<u></u>	<u></u>

(use attachments if necessary)

See attachment on following page for Other Key Members of Prime

Other key team members of Prime

Role	Name of Individual Assigned to Project	Years of Experience	Education
Water Treatment Lead	Lincoln Mueller, PE, CWP	36	MS/BS, Civ. Eng.
Water Senior Engineer	Heath Wintz PE	26	BS, Env. Eng.
Production Wells	Rick Cowles, PG	33	BS, Geology
Field Hydrogeologist	Augustine Alvarez, GIT	7	BS, Geology
Reuse Lead	Tom Nogaj PhD, PE	39	PhD/MS, Env. Eng/BS, Civ. Eng.
Reuse Senior Engineer	David Socha, PE, PMP	30	MBA, BS, Chem. Eng.
Direct-Potable-Reuse	Rob McCandless, PE	37	MS, Env. Eng/BS, Civ. Eng
Permitting Compliance	Eduardo Torres, PE	6	MS, Env. Eng./BS, Chem. Eng.
Pumping Systems	Marlon Medina, PE, CFM	17	BS, Civ. Eng.
Yard Piping and Transmission Mains	Dave Clarke, PE	23	MS/BS, Civ. Eng.
Structural	Benan Zahawi, PE	45	MS/BS, Civ. Eng.
Process Mechanical	Sergio Hoyos, PE	25	MS/BS, Civ. Eng.
Resiliency Adaptation	Diane Quigley, AICP, CFM, WEDG Professional	41	Master of Urban and Regional Planning, BS, Geology
Asset Management	James Hale, GISP	23	BS, Geography
Site Civil	Shehab Bata, PE	19	BS, Civ. Eng.
Regulatory Permitting	Larissa Faria, PE, ENV SP	10	BS, Civ. Eng.
Water Supply Wells	Caroline Smith, GIT	10	MS/BS, Geology
Wastewater Engineer	Jeovanni Ayala Lugo, PE	20	BS, Chem. Eng.
Hydraulic Systems	Michael Georgalas, PE	31	BS, Civ. Eng.
Construction Manager	Colin Devitt, PE	16	MS, Project Mgmt./BS, Civ. Eng.
Construction Inspector	Fernando Vargas	19	NA

Bidder Company Name Stantec Consulting Services Inc.**Qualifications Of Bidders**

To demonstrate qualifications to perform the work, and to be considered for award, each bidder shall submit at least three (3) business customer references. Provide information for business customers for whom you have performed work of this nature which you list as references, excluding the City of Pompano Beach. (Use an attachment if necessary.)

1. Name and address of customer: Seminole Tribe of Florida
5700 Griffin Road, Ste. 200, Davie, FL 33314
 Contact person name, telephone number and email address: Ranthus Fouch
(954) 894-1060 ext.10986C, ranthusfouch@semtribe.com
 Description of services provided and date(s) of service: Tribal-wide Professional
Engineering Services (Water, Wastewater and Hydrogeological). Current
contract dates: 2023-2026.

2. Name and address of customer: City of Sunrise, Florida
777 Sawgrass Corporate Parkway, Sunrise, FL 33325
 Contact person name, telephone number and email address: Rodrigo de Castro
(954) 888-6055, rdecastro@sunrisefl.gov
 Description of services provided and date(s) of service: Water, Wastewater, Reuse
and Natural Gas General Engineering Services. Current contract dates:
2021-2025.

3. Name and address of customer: Miami-Dade Water and Sewer
3071 SW 38th Ave., Room 554-10, Miami FL 33146
 Contact person name, telephone number and email address: Virginia Walsh
(786) 552-8266, walshv@miamidade.gov
 Description of services provided and date(s) of service: R&R Engineering Services for
Upgrades to the Miami-Dade Central District WWTP and Appurtenant
Facilities Including PS 1 and 2. Project dates: 2016-2026.

LOCAL BUSINESS EXHIBIT "A"
 CITY OF POMPANO BEACH, FLORIDA
 LOCAL BUSINESS PARTICIPATION FORM

Solicitation Number & Title: RLI 25-072: Water and Reuse Treatment Plant Projects -
Continuing Contracts (CCNA)

Prime Contractor's Name: Stantec Consulting Services Inc.

<u>Name of Firm, Address</u>	<u>Contact Person, Telephone Number</u>	<u>Type of Work to be Performed/Material to be Purchased</u>	<u>Contract Amount or %</u>
Keith and Associates, Inc., dba KEITH 301 E. Atlantic Boulevard, Pompano Beach, FL 33060	Alex Lazowick (954) 788-400	Survey & SUE	7
Gamboa Engineers LLC 17433 SW 65 CT, Southwest Ranches, FL, 33331	Mario Gamboa (954) 533-1121	Electrical and I&C	10
Pan Geo Consultants, LLC 8258 State Road 84, Davie, FL 33324	Angelina Catledge (954) 200-4019	Geotechnical Services	5

LOCAL BUSINESS EXHIBIT "A"

LOCAL BUSINESS EXHIBIT "C"

LOCAL BUSINESS
UNAVAILABILITY FORM

Not Applicable

BID # RLI 25-072

I, _____
(Name and Title)

of _____, certify that on the _____ day of _____, _____, I invited the following LOCAL BUSINESSES to bid work items to be performed in the City of Pompano Beach:

Business Name, Address	Work Items Sought	Form of Bid Sought (i.e., Unit Price, Materials/Labor, Labor Only, etc.)

Said Local Businesses:

- ___ Did not bid in response to the invitation
- ___ Submitted a bid which was not the low responsible bid
- ___ Other: _____

Name and Title: _____

Date: _____

Note: Attach additional documents as available.

LOCAL BUSINESS EXHIBIT "D"
GOOD FAITH EFFORT REPORT
LOCAL BUSINESS PARTICIPATION

Not Applicable

BID # RLI 25-072

1. What portions of the contract have you identified as Local Business opportunities?

2. Did you provide adequate information to identified Local Businesses? Please comment on how you provided this information.

3. Did you send written notices to Local Businesses?

Yes No

If yes, please include copy of the notice and the list of individuals who were forwarded copies of the notices.

4. Did you advertise in local publications?

Yes No

If yes, please attach copies of the ads, including name and dates of publication.

5. What type of efforts did you make to assist Local Businesses in contracting with you ?

7. List the Local Businesses you will utilize and subcontract amount.

_____	\$ _____
_____	\$ _____
_____	\$ _____

8. Other comments: _____

LOCAL BUSINESS EXHIBIT "D" – Page 2

Not Applicable

TIER 1/TIER 2 COMPLIANCE FORM

IN ORDER FOR YOUR FIRM TO COMPLY WITH THE CITY'S LOCAL BUSINESS PROGRAM AS A TIER 1 OR TIER 2 VENDOR, BIDDERS MUST COMPLETE THE INFORMATION BELOW AND UPLOAD THE FORM TO THE RESPONSE ATTACHMENTS TAB IN THE EBID SYSTEM.

TIER 1 LOCAL VENDOR

_____ My firm has maintained a permanent place of business within the city limits and maintains a staffing level, within this local office, of at least 10 % who are residents of the City of Pompano Beach.

And/Or

_____ My firm has maintained a permanent place of business within the city limits and my submittal includes subcontracting commitments to Local Vendors Subcontractors for at least 10 % of the contract value.

Or

 X My firm does not qualify as a Tier 1 Vendor.

TIER 2 LOCAL VENDOR

_____ My firm has maintained a permanent place of business within Broward County and maintains a staffing level, within this local office, of at least 15% who are residents of the City of Pompano Beach

And/Or

 X My firm has maintained a permanent place of business within Broward County and my submittal includes subcontracting commitments to Local Vendors Subcontractors for at least 20% of the contract value.

Or

_____ My firm does not qualify as a Tier 2 Vendor.

I certify that the above information is true to the best of my knowledge.

10/1/2025
(Date)

Stantec Consulting Services Inc.
(Name of Firm)

BY: _____
Neil Johnson
(Name)



Reviewed and Audited Financial Statements

Consolidated Financial Statements

For the Years Ended December 31, 2024, and 2023

Management Report

The annual report, including the consolidated financial statements and Management's Discussion and Analysis (MD&A), is the responsibility of the management of the Company. The consolidated financial statements were prepared in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board. Where alternative accounting methods exist, management has chosen those it considers most appropriate in the circumstances. The material accounting policy information is described in note 4 to the consolidated financial statements. Certain amounts in the financial statements are based on estimates and judgments relating to matters not concluded by year end. The integrity of the information presented in the financial statements is the responsibility of management. Financial information presented elsewhere in this annual report has been prepared by management and is consistent with the information in the consolidated financial statements.

The board of directors is responsible for ensuring that management fulfills its responsibilities and for providing final approval of the annual consolidated financial statements. The board has appointed an Audit and Risk Committee comprising five directors; none are officers or employees of the Company or its subsidiaries. The Audit and Risk Committee meets at least four times each year to discharge its responsibilities under a written mandate from the board of directors. The Audit and Risk Committee meets with management and with the external auditors to satisfy itself that it is properly discharging its responsibilities; reviews the consolidated financial statements, MD&A, and the Report of Independent Registered Public Accounting Firm; and examines other auditing and accounting matters. The Audit and Risk Committee has reviewed the audited consolidated financial statements with management and discussed the quality of the accounting principles as applied and the significant judgments affecting the consolidated financial statements. The Audit and Risk Committee has discussed with the external auditors the external auditors' judgments of the quality of those principles as applied and the judgments noted above. The consolidated financial statements and MD&A have been reviewed by the Audit and Risk Committee and approved by the board of directors of Stantec Inc.

The consolidated financial statements have been examined by the shareholders' auditors, PricewaterhouseCoopers LLP, Chartered Professional Accountants. The Report of Independent Registered Public Accounting Firm outlines the nature of their examination and their opinion on the consolidated financial statements of the Company. The external auditors have full and unrestricted access to the Audit and Risk Committee with or without management being present.



Gord Johnston
President & CEO
February 24, 2025



Vito Culmone
Executive Vice President & CFO
February 24, 2025

Management's Annual Report on Internal Control over Financial Reporting

Management is responsible for establishing and maintaining an adequate system of internal control over financial reporting. The Company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board. Management conducted an evaluation of the effectiveness of the system of internal control over financial reporting based on the framework in *Internal Control – Integrated Framework* issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework).

Management has assessed the effectiveness of the Company's internal control over financial reporting, as at December 31, 2024, and has concluded that such internal control over financial reporting is effective. PricewaterhouseCoopers LLP, which has audited the consolidated financial statements of the Company for the year ended December 31, 2024, has also issued a report on the effectiveness of the Company's internal control over financial reporting.

As permitted by published guidance of the U.S. Securities and Exchange Commission (SEC), management's evaluation of and conclusions on the effectiveness of internal control over financial reporting did not include the internal controls of ZETCON Ingenieure GmbH (ZETCON), Morrison Hershfield Group Inc. (Morrison Hershfield), and Hydrock Holdings Limited (Hydrock) which are included in the Company's 2024 consolidated financial statements, because they were acquired by the Company in purchase business combinations during 2024. ZETCON Ingenieure GmbH, Morrison Hershfield Group Inc., and Hydrock Holdings Limited are wholly-owned subsidiaries whose total assets and total gross revenue, excluded from management's assessment, collectively represent approximately 2.6% and 5.5%, respectively, of the related consolidated financial statement amounts as of and for the year ended December 31, 2024.



Gord Johnston
President & CEO
February 24, 2025



Vito Culmone
Executive Vice President & CFO
February 24, 2025



Report of Independent Registered Public Accounting Firm

To the Board of Directors and Shareholders of Stantec Inc.

Opinions on the Financial Statements and Internal Control over Financial Reporting

We have audited the accompanying consolidated statements of financial position of Stantec Inc. and its subsidiaries (the Company) as of December 31, 2024 and 2023, and the related consolidated statements of income, of comprehensive income, of shareholders' equity and of cash flows for the years then ended, including the related notes (collectively referred to as the consolidated financial statements). We also have audited the Company's internal control over financial reporting as of December 31, 2024, based on criteria established in *Internal Control – Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of the Company as of December 31, 2024 and 2023, and its financial performance and its cash flows for the years then ended in conformity with IFRS Accounting Standards as issued by the International Accounting Standards Board. Also in our opinion, the Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2024, based on criteria established in *Internal Control – Integrated Framework* (2013) issued by the COSO.

Change in Accounting Principle

As discussed in Note 6(c) to the consolidated financial statements, the Company changed the manner in which it accounts for consideration with respect to business combinations in 2024.

Basis for Opinions

The Company's management is responsible for these consolidated financial statements, for maintaining effective internal control over financial reporting, and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Management's Annual Report on Internal Control over Financial Reporting. Our responsibility is to express opinions on the Company's consolidated financial statements and on the Company's internal control over financial reporting based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the consolidated financial statements are free of material misstatement, whether due to error or fraud, and whether effective internal control over financial reporting was maintained in all material respects.

Our audits of the consolidated financial statements included performing procedures to assess the risks of material misstatement of the consolidated financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements. Our audit of internal control over financial reporting included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, and testing and evaluating the design and operating effectiveness of internal control based on the assessed risk. Our audits also included performing such other procedures as we considered necessary in the circumstances. We believe that our audits provide a reasonable basis for our opinions.

As described in Management's Annual Report on Internal Control over Financial Reporting, management has excluded ZETCON Ingenieure GmbH, Morrison Hershfield Group Inc., and Hydrock Holdings Limited from its assessment of internal control over financial reporting as of December 31, 2024, because they were acquired by the Company in purchase business combinations during 2024. We have also excluded ZETCON Ingenieure GmbH,

PricewaterhouseCoopers LLP

Stantec Tower, 10220 103rd Avenue North West, Suite 2200, Edmonton, Alberta, Canada T5J 0K4
T.: +1 780 441 6700, F.: +1 780 441 6776, Fax to mail: ca_edmonton_main_fax@pwc.com

"PwC" refers to PricewaterhouseCoopers LLP, an Ontario limited liability partnership.



Morrison Hershfield Group Inc., and Hydrock Holdings Limited from our audit of internal control over financial reporting. ZETCON Ingenieure GmbH, Morrison Hershfield Group Inc., and Hydrock Holdings Limited are wholly-owned subsidiaries whose total assets and total gross revenue excluded from management's assessment and our audit of internal control over financial reporting collectively represent 2.6% and 5.5%, respectively, of the related consolidated financial statement amounts as of and for the year ended December 31, 2024.

Definition and Limitations of Internal Control over Financial Reporting

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

Critical Audit Matters

The critical audit matters communicated below are matters arising from the current period audit of the consolidated financial statements that were communicated or required to be communicated to the audit committee and that (i) relate to accounts or disclosures that are material to the consolidated financial statements and (ii) involved our especially challenging, subjective, or complex judgments. The communication of critical audit matters does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matters below, providing separate opinions on the critical audit matters or on the accounts or disclosures to which they relate.

Revenue Recognition – determination of estimated contract costs for fixed-fee and variable-fee-with-ceiling contracts

As described in Notes 4 and 5 to the consolidated financial statements, the Company accounts for its revenue from fixed-fee and variable-fee-with-ceiling contracts using the percentage of completion method where the stage of completion is measured using costs incurred to date as a percentage of total estimated costs for each contract, which requires estimates to be made for contract costs and revenues. For the year ended December 31, 2024, revenue from fixed-fee and variable-fee-with-ceiling contracts makes up a significant portion of gross revenue of \$7,500.0 million. Contract costs include direct labour, direct costs for subconsultants and other expenditures that are recoverable directly from clients. Progress on jobs is regularly reviewed by management and estimated costs to complete are revised based on the information available at the end of each reporting period. Estimated contract costs are based on various assumptions including estimated labour costs that can result in a change to contract estimates from one financial reporting period to another.

The principal consideration for our determination that performing procedures relating to revenue recognition – determination of estimated contract cost for fixed-fee and variable-fee-with-ceiling contracts is a critical audit matter is the high degree of auditor effort in performing procedures and in evaluating audit evidence related to the estimated contract costs for fixed-fee and variable-fee-with-ceiling contracts and the various assumptions used by management including estimated labour costs.

Addressing the matter involved performing procedures and evaluating audit evidence in connection with forming our overall opinion on the consolidated financial statements. These procedures included testing the effectiveness of controls relating to the revenue recognition process, including controls over the determination of estimated contract costs for fixed-fee and variable-fee-with-ceiling contracts. These procedures also included, among others, (i) evaluating and testing management's process for determining the estimated contract costs for a sample of contracts,



which included evaluating the contract terms and other documents that support those estimates; (ii) testing a sample of incurred contract costs; (iii) evaluating the reasonableness of assumptions related to estimated labour costs by assessing management's ability to reasonably estimate contract costs by performing a comparison of the actual costs with prior period estimates for a sample of contracts; and (iv) evaluating, for certain contracts, management's assessment of progress on jobs and the estimated costs to complete by interviewing project teams personnel and obtaining documentation that supports management's estimate.

Impairment Assessment of Goodwill – Global group of CGUs

As described in Notes 4, 5 and 12 to the consolidated financial statements, the Company's goodwill balance was \$2,712.5 million as of December 31, 2024, and the goodwill associated with the Global group of CGUs was \$810.5 million as of December 31, 2024. Management conducts an impairment test as of October 1 of each year, or more frequently if circumstances indicate that an impairment may occur or if a significant acquisition occurs between the annual impairment test date and December 31. Management compares the recoverable amount of a CGU or group of CGUs to its carrying value and if the recoverable amount is less than its carrying value, an impairment loss is recognized. The recoverable amount is estimated by management using the fair value less costs of disposal approach using market information and a discounted after-tax cash flow model. Management applied significant judgment in determining the recoverable amount of the Global group of CGUs including the use of significant assumptions relating to operating margins, the weighted average discount rate and the terminal growth rate.

The principal considerations for our determination that performing procedures relating to the goodwill impairment assessment of the Global group of CGUs is a critical audit matter are (i) the significant judgment by management when determining the recoverable amount of the Global group of CGUs; (ii) a high degree of auditor judgment, subjectivity, and effort in performing procedures and evaluating management's significant assumptions related to operating margins, the weighted average discount rate and the terminal growth rate; and (iii) the audit effort involved the use of professionals with specialized skill and knowledge.

Addressing the matter involved performing procedures and evaluating audit evidence in connection with forming our overall opinion on the consolidated financial statements. These procedures included testing the effectiveness of controls relating to management's goodwill impairment assessment, including controls over the valuation of the Global group of CGUs. These procedures also included, among others (i) testing management's process for determining the recoverable amount; (ii) evaluating the appropriateness of the market information and the discounted after-tax cash flow model used by management; (iii) testing the completeness and accuracy of underlying data used in the discounted after-tax cash flow model; (iv) evaluating the reasonableness of the significant assumptions used by management related to operating margins, the weighted average discount rate and the terminal growth rate; and (v) recalculating the sensitivity to changes in assumptions disclosure. Evaluating management's assumptions related to operating margins involved evaluating whether the assumptions used by management were reasonable considering (i) the current and past performance of the Global group of CGUs; (ii) management's ability to reasonably estimate the future cash flows by performing a comparison of actual operating margins with prior period forecasts for a sample of periods; (iii) inquiries with management of the Global group of CGUs; and (iv) whether the assumptions were consistent with evidence obtained in other areas of the audit. Professionals with specialized skill and knowledge were used to assist in evaluating (i) the appropriateness of the market information and the discounted after-tax cash flow model and (ii) the reasonableness of the weighted average discount rate and the terminal growth rate assumptions.

/s/PricewaterhouseCoopers LLP

Chartered Professional Accountants

Edmonton, Canada
February 24, 2025

We have served as the Company's auditor since 2021.

Consolidated Statements of Financial Position

As at		December 31, 2024	December 31, 2023	January 1, 2023
		\$	\$ ¹	\$ ¹
<i>(In millions of Canadian dollars)</i>	Notes		(Note 6.c) ¹	(Note 6.c) ¹
ASSETS				
Current				
Cash and cash equivalents	8	228.5	352.9	148.3
Trade and other receivables	9	1,323.8	1,063.5	1,028.0
Unbilled receivables		724.5	623.8	553.4
Contract assets		116.0	88.8	83.9
Income taxes recoverable		64.4	72.6	65.4
Prepaid expenses		64.3	53.8	48.6
Other assets	14	27.5	17.1	10.2
Total current assets		2,549.0	2,272.5	1,937.8
Non-current				
Property and equipment	10	299.0	267.5	250.7
Lease assets	11	474.3	442.9	470.4
Goodwill	12	2,712.5	2,073.6	2,032.6
Intangible assets	13	427.0	265.7	320.4
Net employee defined benefit asset	18	75.0	72.3	57.4
Deferred tax assets	26	119.3	92.6	45.2
Other assets	14	300.0	279.2	224.6
Total assets		6,956.1	5,766.3	5,339.1
LIABILITIES AND EQUITY				
Current				
Bank indebtedness	16,24	17.1	23.6	65.4
Trade and other payables	15	1,018.7	842.4	784.8
Lease liabilities	24	113.6	101.3	99.0
Deferred revenue		502.4	397.5	327.7
Income taxes payable	26	32.3	21.4	25.9
Long-term debt	16,24	175.0	124.0	23.2
Provisions	17	66.4	51.7	48.1
Other liabilities	19	53.5	55.0	36.0
Total current liabilities		1,979.0	1,616.9	1,410.1
Non-current				
Lease liabilities	24	528.6	477.8	522.4
Long-term debt	16,24	1,208.5	974.2	1,157.1
Provisions	17	167.9	134.8	149.7
Net employee defined benefit liability	18	22.4	29.5	32.3
Deferred tax liabilities	26	63.6	26.4	35.0
Other liabilities	19	41.0	55.6	40.7
Total liabilities		4,011.0	3,315.2	3,347.3
Total shareholders' equity		2,945.1	2,451.1	1,991.8
Total liabilities and equity		6,956.1	5,766.3	5,339.1

See accompanying notes

¹ Revised for change in accounting policy (see Note 6.c)

On behalf of Stantec Inc.'s Board of Directors



Douglas Ammerman, Director



Gord Johnston, Director

Consolidated Statements of Income

Years ended December 31		2024	2023
		\$	\$
<i>(In millions of Canadian dollars, except per share amounts)</i>	Notes		(Note 6.c) ¹
Gross revenue	28	7,500.0	6,479.6
Less subconsultant and other direct expenses		1,633.4	1,413.4
Net revenue		5,866.6	5,066.2
Direct payroll costs	29	2,670.9	2,321.5
Project margin		3,195.7	2,744.7
Administrative and marketing expenses	22,24,29,34	2,286.1	1,965.3
Depreciation of property and equipment	10	67.7	59.9
Depreciation of lease assets	11	127.1	121.7
Amortization of intangible assets	13	123.8	102.0
Net impairment of lease assets and property and equipment	10,11	34.9	0.3
Net interest expense and other net finance expense	27	104.4	93.0
Other income	30	(13.6)	(5.2)
Income before income taxes		465.3	407.7
Income taxes			
Current	26	146.2	141.6
Deferred	26	(42.4)	(50.4)
Total income taxes		103.8	91.2
Net income		361.5	316.5
Weighted average number of shares outstanding - basic and diluted		114,066,995	111,228,491
Earnings per share - basic and diluted		3.17	2.85

See accompanying notes

¹ Revised for change in accounting policy (see Note 6.c)

Consolidated Statements of Comprehensive Income

Years ended December 31		2024	2023
		\$	\$
<i>(In millions of Canadian dollars)</i>	Notes		(Note 6.c) ¹
Net income		361.5	316.5
Other comprehensive income (loss)			
Items that may be reclassified to net income in subsequent periods:			
Exchange differences on translation of foreign operations		233.2	(60.6)
Net unrealized (loss) gain on financial instruments	14,24	(5.0)	5.3
		228.2	(55.3)
Items not to be reclassified to net income:			
Remeasurement (loss) gain on net employee defined benefit plans	18	(0.1)	7.8
Other comprehensive income (loss), net of tax		228.1	(47.5)
Total comprehensive income, net of tax		589.6	269.0

See accompanying notes

¹ Revised for change in accounting policy (see Note 6.c)

Consolidated Statements of Shareholders' Equity

<i>(In millions of Canadian dollars, except shares)</i>	Shares Outstanding (note 22) #	Share Capital (note 22) \$	Contributed Surplus \$	Retained Earnings \$	Accumulated Other Comprehensive Income (Loss) \$	Total \$
Balance, December 31, 2022 as originally presented	110,809,020	983.8	6.7	1,154.9	140.6	2,286.0
Change in accounting policy (Note 6.c) ¹				(270.9)	(23.3)	(294.2)
Revised balance, January 1, 2023	110,809,020	983.8	6.7	884.0	117.3	1,991.8
Net income (Note 6.c) ¹				316.5		316.5
Other comprehensive loss (Note 6.c) ¹					(47.5)	(47.5)
Total comprehensive income (Note 6.c) ¹				316.5	(47.5)	269.0
Share options exercised for cash	278,561	9.3				9.3
Share-based compensation			0.4			0.4
Shares issued, net of transaction costs	3,108,450	277.8				277.8
Shares repurchased under Normal Course Issuer Bid	(129,036)	(1.2)	—	(8.8)		(10.0)
Fair value reclass of share options exercised		1.6	(1.6)			—
Dividends declared				(87.2)		(87.2)
Balance, December 31, 2023	114,066,995	1,271.3	5.5	1,104.5	69.8	2,451.1
Balance, December 31, 2023 as originally presented	114,066,995	1,271.3	5.5	1,390.1	89.7	2,756.6
Change in accounting policy (Note 6.c) ¹				(285.6)	(19.9)	(305.5)
Revised balance, December 31, 2023	114,066,995	1,271.3	5.5	1,104.5	69.8	2,451.1
Net income				361.5		361.5
Other comprehensive income					228.1	228.1
Total comprehensive income				361.5	228.1	589.6
Dividends declared				(95.6)		(95.6)
Balance, December 31, 2024	114,066,995	1,271.3	5.5	1,370.4	297.9	2,945.1

See accompanying notes

¹ Revised for change in accounting policy (see Note 6.c)

Consolidated Statements of Cash Flows

Years ended December 31		2024	2023
		\$	\$
<i>(In millions of Canadian dollars)</i>	Notes		(Note 6.c) ¹
OPERATING ACTIVITIES			
Net income		361.5	316.5
Add (deduct) items not affecting cash:			
Depreciation of property and equipment	10	67.7	59.9
Depreciation of lease assets	11	127.1	121.7
Amortization of intangible assets	13	123.8	102.0
Net impairment of lease assets and property and equipment	10,11	34.9	0.3
Deferred income taxes	26	(42.4)	(50.4)
Share-based compensation	22	43.0	60.1
Provisions	17	65.3	27.7
Other non-cash items		(1.6)	(5.5)
		779.3	632.3
Trade and other receivables		(123.7)	(26.5)
Unbilled receivables		(44.3)	(71.1)
Contract assets		(27.2)	(4.9)
Prepaid expenses		3.4	(4.8)
Income taxes net recoverable		27.7	(17.6)
Trade and other payables and other accruals		(59.6)	(59.6)
Deferred revenue		47.5	72.2
		(176.2)	(112.3)
Net cash flows from operating activities		603.1	520.0
INVESTING ACTIVITIES			
Business acquisitions, net of cash acquired	7	(555.0)	(75.6)
Purchase of investments held for self-insured liabilities	14	(40.0)	(110.4)
Proceeds from sale of investments held for self-insured liabilities	14	73.8	72.8
Purchase of property and equipment and intangible assets	10,13	(99.0)	(100.6)
Other		15.2	12.1
Net cash flows used in investing activities		(605.0)	(201.7)
FINANCING ACTIVITIES			
Net proceeds from issue of senior unsecured notes and bilateral term credit facility	16,31	—	348.8
Net proceeds from (repayment of) revolving credit facility	31	175.0	(455.2)
Repayment of notes payable and other financing obligations	31	(101.1)	(27.7)
Net repayment of bank indebtedness		(7.9)	(42.4)
Net lease payments	31	(124.1)	(125.0)
Proceeds from issue of share capital, net of transaction costs	22	—	277.8
Payment of dividends to shareholders	22	(94.0)	(84.9)
Other		—	(0.7)
Net cash flows used in financing activities		(152.1)	(109.3)
Foreign exchange gain (loss) on cash held in foreign currency		29.6	(4.4)
Net (decrease) increase in cash and cash equivalents		(124.4)	204.6
Cash and cash equivalents, beginning of the year		352.9	148.3
Cash and cash equivalents, end of the year	8	228.5	352.9

See accompanying notes

¹ Revised for change in accounting policy (see Note 6.c)

Index to the Notes to the Consolidated Financial Statements	Note	Page
	1 Corporate Information	F-12
	2 Basis of Preparation	F-12
	3 Basis of Consolidation	F-12
	4 Material Accounting Policy Information	F-12
	5 Significant Accounting Judgments, Estimates, and Assumptions	F-19
	6 Recent Accounting Pronouncements and Changes to Accounting Policies	F-23
	7 Business Acquisitions	F-25
	8 Cash and Cash Equivalents	F-27
	9 Trade and Other Receivables	F-27
	10 Property and Equipment	F-28
	11 Lease Assets	F-29
	12 Goodwill	F-30
	13 Intangible Assets	F-32
	14 Other Assets	F-33
	15 Trade and Other Payables	F-34
	16 Long-Term Debt	F-34
	17 Provisions	F-36
	18 Employee Defined Benefit Plans	F-36
	19 Other Liabilities	F-39
	20 Commitments	F-39
	21 Contingencies and Guarantees	F-40
	22 Share Capital	F-40
	23 Fair Value Measurements	F-42
	24 Financial Instruments	F-43
	25 Capital Management	F-46
	26 Income Taxes	F-47
	27 Net Interest Expense and Other Net Finance Expense	F-49
	28 Revenue	F-49
	29 Employee Costs	F-49
	30 Other Income	F-50
	31 Cash Flow Information	F-50
	32 Related-Party Disclosures	F-51
	33 Segmented Information	F-53
	34 Investment Tax Credits	F-54
	35 Event after the Reporting Period	F-54

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-11

Stantec Inc.

Notes to the Consolidated Financial Statements

1. Corporate Information

The consolidated financial statements of Stantec Inc. (the Company) for the year ended December 31, 2024, were authorized for issuance in accordance with a resolution of the Company's board of directors on February 24, 2025. The Company was incorporated under the Canada Business Corporations Act on March 23, 1984. Its shares are traded on the Toronto Stock Exchange (TSX) and New York Stock Exchange (NYSE) under the symbol STN. The Company's registered office is located at Suite 300, 10220 - 103 Avenue, Edmonton, Alberta. The Company is domiciled in Canada.

Stantec is a global leader in sustainable engineering, architecture, and environmental consulting. Our professionals deliver the expertise, technology, and innovation communities need to manage aging infrastructure, demographic and population changes, the energy transition, and more. The Company's services include engineering, architecture, interior design, landscape architecture, surveying, environmental sciences, project management, and project economics, from initial project concept and planning through to design, construction administration, commissioning, maintenance, decommissioning, and remediation.

2. Basis of Preparation

These consolidated financial statements were prepared in accordance with IFRS Accounting Standards as issued by the International Accounting Standards Board. The accounting policies adopted in these consolidated financial statements are based on IFRS Accounting Standards effective as at December 31, 2024.

The consolidated financial statements have been prepared on a historical cost basis, unless otherwise stated in the material accounting policy information. The consolidated financial statements are presented in Canadian dollars, and all values, including other currencies, are rounded to the nearest million (\$000,000), except when otherwise indicated.

3. Basis of Consolidation

The consolidated financial statements include the accounts of the Company, its subsidiaries, and its structured entities as at December 31, 2024.

Subsidiaries and structured entities are fully consolidated from the date of acquisition, which is the date the Company obtains control, and continue to be consolidated until the date that this control ceases. The financial statements of the subsidiaries and structured entities are prepared as at December 31, 2024 and December 31, 2023. All intercompany balances are eliminated.

Joint ventures and associates are accounted for using the equity method, and joint operations are accounted for by the Company recognizing its share of assets, liabilities, revenue, and expenses of the joint operation.

4. Material Accounting Policy Information

a) Cash and cash equivalents

Cash and cash equivalents include cash and unrestricted investments. Unrestricted investments are comprised of short-term bank deposits with a maturity of three months or less at inception.

b) Property and equipment

Property and equipment are recorded at cost less accumulated depreciation and any impairment losses. Cost includes the cost of replacing parts of property and equipment. All other repair and maintenance costs are recognized in the consolidated statements of income as incurred.

Depreciation is calculated over the assets' estimated useful lives on a straight-line basis as follows:

Engineering equipment	5 to 10 years	straight-line
Office equipment	5 to 10 years	straight-line
Leasehold improvements		straight-line over term of lease to a maximum of 15 years or the improvement's economic life
Other	5 to 50 years	straight-line

The residual values, useful lives, and methods of depreciation of property and equipment are reviewed at each financial year-end and adjusted prospectively, if appropriate.

c) Intangible assets

Intangible assets acquired separately and internally developed software are measured on initial recognition at cost. Following initial recognition, finite life intangible assets are carried at cost less any accumulated amortization and any impairment losses and indefinite life intangible assets are carried at cost less any impairment loss.

The Company's intangible assets with finite lives are amortized over their useful economic lives on a straight-line basis. Once an intangible asset is fully amortized, the gross carrying amount and related accumulated amortization are removed from the accounts.

The Company also incurs costs for third-party internet-based cloud computing services. These costs are expensed in administrative and marketing expenses over the period of the service agreement when the Company determines that it has not obtained control of the software.

Intangible assets acquired from business combinations

Intangible assets acquired in a business combination are measured at fair value as at the date of acquisition. The Company amortizes client relationships over 10 years and contract backlog over 1 to 3 years. The Company assigns value to acquired intangibles using the income approach, which involves quantifying the present value of net cash flows attributed to the subject asset. This involves estimating the revenues and earnings expected from the asset.

d) Leases

The Company assesses at contract inception whether a contract is a lease or contains a lease; that is, if the contract conveys the right to control the use of an identified asset for a time period in exchange for consideration.

At the commencement of a lease, the Company determines the lease term as the non-cancellable period of a lease, together with periods covered by an option to extend or an option to terminate if it is reasonably certain to exercise an extension option or to not exercise a termination option. Management considers all facts and circumstances that create an economic incentive to exercise an extension option or to not exercise a termination option. This judgment is based on factors such as contract rates compared to market rates, economic reasons, significance of leasehold improvements, termination and relocation costs, installation of specialized assets, residual value guarantees, and any sublease term. The Company reassesses this when a significant event or significant change in circumstances within the Company's control has occurred.

The Company recognizes lease assets and lease liabilities for all leases, except for leases of low-value assets and short-term leases with a term of 12 months or less. The lease payments associated with those exempted leases are recognized in administrative and marketing expenses on a straight-line basis over the lease term.

The lease asset is recognized at the commencement date of the lease and initially measured at cost, which is comprised of the amount of the initial lease liability recognized less any incentives received from the lessor. Lease asset cost also includes any initial direct costs incurred, lease payments made before the commencement date, and estimated restoration costs. The lease asset is subsequently depreciated on a straight-line basis from the commencement date to the earlier of the end of the useful life of the lease asset or the end of the lease term. The lease asset is periodically adjusted for impairment losses or reversals, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is recognized at the commencement date of the lease and initially measured at the present value of lease payments to be made over the lease term. Lease payments generally include fixed payments less any lease incentives receivable. Also, the Company elected to not separate non-lease components from lease components and to account for the non-lease and lease components as a single lease component.

The lease liability is discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Company's incremental borrowing rate. The lease liability is subsequently measured at amortized cost using the effective interest method. The lease liability is remeasured when the expected lease payments change as a result of a change in the lease term, a change in the assessment of an option to purchase the leased asset, changes in the future lease payments as a result of a change in an index or rate used to determine the lease payments, and changes in estimated payments for residual value guarantees.

e) Investments in joint arrangements and associates

Each joint arrangement of the Company is classified as either a joint operation or joint venture based on the rights and obligations arising from the contractual terms between the parties to the arrangement.

f) Provisions

General

Provisions are recognized when the Company has a present legal or constructive obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation. When the Company expects some or all of a provision to be reimbursed—for example, under an insurance contract—and when the reimbursement is virtually certain, the reimbursement is recognized as a separate asset. Management regularly reviews the timing of the outflows of these provisions.

Provision for self-insured liabilities

The Company self-insures certain risks related to professional liability, automobile physical damages, and employment practices liability. The provision for self-insured liabilities includes estimates of the costs of reported claims (including potential claims that are probable of being asserted) and is based on assumptions made by management and actuarial estimates.

Provisions for claims

Provision for claims include an estimate for costs associated with legal claims not covered by its provisions for self-insured liabilities, including claims that are subject to exclusions under the Company's commercial and captive insurance policies. Certain of these legal claims are from previous acquisitions and may be indemnified by the acquiree.

Contingent liabilities recognized in a business combination

A contingent liability recognized in a business combination is initially measured at its fair value. Subsequently, it is measured as discussed under "General".

g) Foreign currency translation

The Company's consolidated financial statements are presented in Canadian dollars, which is also the parent Company's functional currency. Each entity in the Company determines its own functional currency, and items included in the financial statements of each entity are measured using that functional currency. The Company is mainly exposed to fluctuations in the US dollar (US), British pound sterling (£ or GBP), and Australian dollar (AU).

Transactions and balances

Transactions in foreign currencies (those different from an entity's functional currency) are translated into the functional currency of an entity using the foreign exchange rate at the transaction date. Foreign exchange gains and losses resulting from the settlement or translation of monetary assets and liabilities not denominated in the functional currency of an entity at each period-end date are recognized in the consolidated statements of income. Foreign exchange gains and losses resulting from the translation of financial assets classified as fair value through other comprehensive income (FVOCI) are recognized in other comprehensive income.

Foreign operations

The Company's foreign operations are translated into its reporting currency (Canadian dollar) for financial statement presentation purposes. Assets and liabilities are translated at the rate of exchange in effect at each period-end date

and revenue and expense items are translated at the average rate of exchange for the month. The resulting unrealized exchange gains and losses are recognized in other comprehensive income.

h) Financial instruments

Initial recognition and subsequent measurement

Trade and other receivables and unbilled receivables that do not have a significant financing component are initially measured at the transaction price determined in accordance with IFRS 15. Financial assets (except trade and other receivables and unbilled receivables that do not have a significant financing component) are initially recognized at fair value plus directly attributable transaction costs, except for financial assets at fair value through profit and loss (FVPL) for which transaction costs are expensed. Regular way purchases or sales of financial assets are accounted for at trade dates.

Subsequent measurement of financial assets is at FVPL, amortized cost, or FVOCI. The classification is based on two criteria: the Company's business approach for managing the financial assets and whether the instruments' contractual cash flows represent "solely payments of principal and interest" on the principal amount outstanding (the SPPI criterion). The Company reclassifies financial assets only when its business approach for managing those assets changes.

Financial liabilities are initially recognized at fair value and, in the case of loans and borrowings, net of directly attributable transaction costs. Subsequent measurement of financial liabilities is at amortized cost using the EIR method. The EIR method discounts estimated future cash payments or receipts through the expected life of a financial instrument, and thereby calculates the amortized cost and subsequently allocates the interest income or expense over the life of the instrument. Gains and losses are recognized in profit or loss when the liability is derecognized or modified, as well as through the EIR amortization process. For long-term debt, EIR amortization and realized gains and losses are recognized in net finance expense.

Fair value

For financial instruments not traded in active markets, fair values are determined using appropriate valuation techniques, which may include recent arm's length market transactions, reference to the current fair value of another instrument that is substantially the same, and discounted cash flow analysis; however, other valuation models may be used. Fair values of cash and cash equivalents, trade and other receivables, unbilled receivables, and trade and other payables approximate their carrying amounts because of the short-term maturity of these instruments. The carrying amounts of the revolving credit facility, term loan facilities, and the multicurrency credit facility (collectively the credit facilities) approximate their fair values because the applicable interest rates are based on variable reference rates. The carrying amounts of other financial assets and financial liabilities approximate their fair values except as otherwise disclosed in the consolidated financial statements.

All financial instruments carried at fair value, or for which fair value is disclosed, are categorized into one of the following:

- Level 1 – quoted market prices in active markets for identical assets or liabilities at the measurement date.
- Level 2 – observable inputs other than quoted prices included within level 1, such as quoted prices for similar assets and liabilities in active markets, quoted prices for identical assets or liabilities that are not active, or other inputs that are observable directly or indirectly.
- Level 3 – unobservable inputs for the assets and liabilities that reflect the reporting entity's own assumptions and are not based on observable market data.

For financial instruments recognized at fair value on a recurring basis, the Company determines whether transfers have occurred between levels of the hierarchy by reassessing categorizations at the end of each reporting period.

Derivatives

From time to time, the Company enters into foreign currency forward contracts to manage risk associated with net operating assets or liabilities denominated in foreign currencies. The Company also utilizes interest rate swaps to manage its exposure to fluctuations in interest rates and total return swaps to manage its exposure to fluctuations in the fair value of its common shares related to its cash-settled share-based payment arrangements. The Company's policy prohibits the use of these derivatives for trading or speculative purposes.

Derivatives are recorded at fair value in the consolidated statements of financial position as either other assets or other liabilities. The fair values of the Company's derivatives are based on third-party indicators and forecasts. Changes in the fair value of derivatives not designated as hedging instruments are recognized in the consolidated

statements of income. Unrealized gains and losses for derivatives designated as hedging instruments in a cash flow hedge, to the extent they are effective, are recorded in other comprehensive income and subsequently reclassified to the consolidated statements of income when the hedged item affects earnings.

i) Impairment

The carrying amounts of the Company's assets or groups of assets, other than deferred tax assets, are reviewed at each reporting date to determine whether there is an indication of impairment. An asset may be impaired if objective evidence of impairment exists because of one or more events that have occurred after the initial recognition of the asset (referred to as a "loss event") and if that loss event has an impact on the estimated future cash flows of the asset. When an indication of impairment exists, or annual impairment testing for an asset is required, the asset's recoverable amount is estimated.

Financial assets and contract assets

The Company recognizes a loss allowance for expected credit losses (ECLs) on financial assets and contract assets based on a 12-month ECL or lifetime ECL. The lifetime ECL (the simplified approach) is applied to trade and other receivables, unbilled receivables, contract assets, sublease receivables, and holdbacks. 12-month ECLs are recorded against all other financial assets, unless credit risk has significantly increased since initial recognition, then the ECL is measured at the lifetime ECL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Company expects to receive.

The loss allowance provision is based on the Company's historical collection and loss experience and incorporates forward-looking factors, where appropriate.

When the carrying amount of financial assets or contract assets is reduced through an ECL allowance, the reduction is recognized in administrative and marketing expenses in the consolidated statements of income.

Non-financial assets

For non-financial assets such as property and equipment, lease assets, goodwill, intangible assets, and investments in joint ventures and associates, the recoverable amount is the higher of an asset's or cash-generating unit's (CGU's) value in use or its fair value less costs of disposal. The results of these valuation techniques are corroborated by the market capitalization of comparable public companies and arm's length transactions of comparable companies. The recoverable amount is determined for an individual asset, unless the asset does not generate cash inflows that are largely independent of those from other assets or groups of assets. When the carrying amount of an asset or CGU exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

For intangible assets, if indicators of impairment are present, the Company tests for impairment based on an estimate of discounted cash flows, using the higher of either the value in use or the fair value less costs of disposal method. This includes estimates of current and future contracts with clients, margins, market conditions, and the useful lives of the assets. The measurement of impairment loss is based on the amount that the carrying amount of an intangible asset exceeds its recoverable amount at the CGU level.

Goodwill is evaluated for impairment annually (as at October 1) or more frequently if circumstances indicate that an impairment may occur or if a significant acquisition occurs between the annual impairment test date and December 31. The Company considers the relationship between its market capitalization and its book value, as well as other factors, when reviewing for indicators of impairment. Goodwill is assessed for impairment based on the CGUs or group of CGUs to which the goodwill relates. Any potential goodwill impairment is identified by comparing the recoverable amount of a CGU or group of CGUs to its carrying value which includes the allocated goodwill. If the recoverable amount is less than its carrying value, an impairment loss is recognized.

The Company may need to test its goodwill for impairment between its annual test dates if market and economic conditions deteriorate or if volatility in the financial markets causes declines in the Company's share price, increases the weighted average cost of capital, or changes valuation multiples or other inputs to its goodwill assessment. In addition, changes in the numerous variables associated with the judgments, assumptions, and estimates made by management in assessing the fair value could cause them to be impaired. Goodwill impairment charges are non-cash charges that could have a material adverse effect on the Company's consolidated financial statements but in themselves do not have any adverse effect on its liquidity, cash flows from operating activities or debt covenants.

An impairment loss of goodwill is not reversed. For other assets, an impairment loss may be reversed if the estimates used to determine the recoverable amount have changed.

j) Revenue recognition

The Company generates revenue from contracts in which goods or services are typically provided over time. Revenue is measured based on the consideration the Company expects to be entitled to in exchange for providing goods and services, excluding amounts collected on behalf of third parties, such as duties and taxes collected from clients and remitted to government authorities.

While providing services, the Company incurs certain direct costs for subconsultants and other expenses that are recoverable directly from clients. The recoverable amounts of these direct costs are included in the Company's gross revenue. Since these direct costs can vary significantly from contract to contract, changes in gross revenue may not be indicative of the Company's revenue trends. Therefore, the Company also reports net revenue, which is gross revenue less subconsultants and other direct expenses. The Company assesses its revenue arrangements against specific criteria to determine whether it is acting as a principal or an agent. In general, the Company acts as a principal in its revenue arrangements because it retains control of the goods or services before they are provided to the customer.

Most of the Company's contracts include a single performance obligation because the promise to transfer the individual goods or services is not separately identifiable from other promises in the contract and therefore is not distinct. The Company's contracts may include multiple goods or services that are accounted for as separate performance obligations if they are distinct—if a good or service is separately identifiable from other items in the contract and if a customer can benefit from it. If a contract has multiple performance obligations, the consideration in the contract is allocated to each performance obligation based on the estimated stand-alone selling price.

The Company transfers control of the goods or services it provides to clients over time and therefore recognizes revenue progressively as the services are performed. Revenue from fixed-fee and variable-fee-with-ceiling contracts, including contracts in which the Company participates through joint arrangements, is recognized based on the percentage of completion method where the stage of completion is measured using costs incurred to date as a percentage of estimated costs for each contract. When the contract outcome cannot be measured reliably, revenue is recognized only to the extent that the expenses incurred are eligible to be recovered. Provisions for estimated losses on incomplete contracts are made in the period that the losses are determined. Revenue from time-and-material contracts without stated ceilings is recognized as costs are incurred based on the amount that the Company has a right to invoice.

The timing of revenue recognition, billings, and cash collections results in trade and other receivables, holdbacks, unbilled receivables, contract assets, and deferred revenue in the consolidated statements of financial position. Amounts are typically invoiced as work progresses in accordance with agreed-upon contractual terms, either at periodic intervals or when contractual milestones are achieved. Receivables represent amounts due from customers: trade and other receivables and holdbacks consist of invoiced amounts, and unbilled receivables consist of work in progress that has not yet been invoiced. Contract assets represent unbilled amounts where the right to payment is subject to more than the passage of time and includes performance-based incentives and services provided ahead of agreed contractual milestones. Contract assets are transferred to receivables when the right to consideration becomes unconditional. Deferred revenue represents amounts that have been invoiced but not yet recognized as revenue, including advance payments and billings in excess of revenue. Deferred revenue is recognized as revenue when (or as) the Company performs under the contract.

Revenue is adjusted for the effects of a significant financing component when the period between the transfer of the promised goods or services to the customer and payment by the customer exceeds one year. Holdbacks and advance payments are intended to provide protection against the failure of one party to adequately complete some or all of its obligations under the contract and do not typically result in a significant financing component.

k) Employee benefit plans

Defined benefit plans

The Company sponsors defined benefit pension plans covering certain full-time employees and past employees, primarily in the United Kingdom. Benefits are based on final compensation and years of service. Benefit costs are recognized over the periods that employees are expected to render services in return for those benefits.

The calculation of defined benefit obligations is performed at least annually by a qualified actuary, or more often as required due to plan amendments, curtailments, or settlements. Remeasurements, comprising actuarial gains and losses and the return on the plan assets (excluding interest), are recognized immediately in the consolidated statements of financial position with a corresponding debit or credit to other comprehensive income in the period they

occur. When the calculation results in a potential asset, the recognized asset is limited to the economic benefits available in the form of any future refunds or of reductions in future contributions to the plan.

Past service costs are recognized in net income on the earlier of the date of the plan amendment or curtailment and the date that the Company recognizes related restructuring costs.

Defined contribution plans

The Company also contributes to group retirement savings plans and an employee share purchase plan. Certain plans are based on employee contribution amounts and subject to maximum limits per employee. The Company accounts for defined contributions as an expense in the period the contributions are made.

l) Taxes

Tax rates and tax laws used to compute the amounts are those enacted or substantively enacted at the reporting date in the countries where the Company operates and generates taxable income.

Current income tax

Income taxes payable are typically expected to be settled within twelve months of the year-end date. However, there may be instances where taxes are payable over a longer period. Portions due after a one-year period are classified as non-current and are not discounted.

Deferred tax

Deferred tax is determined using the liability method for temporary differences at the reporting date between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes. Deferred tax liabilities are generally recognized for all taxable temporary differences. Deferred tax assets are recognized for all deductible temporary differences and the carryforward of unused tax credits and unused tax losses, to the extent that it is probable that taxable profit will be available against which the deductible temporary differences and the carryforward of unused tax credits and unused tax losses can be utilized. Deferred taxes are not recognized for the initial recognition of goodwill; the initial recognition of assets or liabilities, outside of a business combination, that affect neither accounting nor taxable profit, and do not give rise to equal taxable and deductible temporary differences; the differences relating to investments in associates, subsidiaries, and interests in joint arrangements to the extent that the reversal can be controlled and it is probable that it will not reverse in the foreseeable future; and income taxes from the Organisation for Economic Cooperation and Developments (OECD) Pillar Two Rules as a result of the mandatory temporary exception adopted in IAS 12.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be used. Unrecognized deferred tax assets are reassessed at each reporting date and are recognized to the extent that it has become probable that future taxable profits will allow the deferred tax asset to be recovered.

Current income tax and deferred tax relating to transactions that are recorded directly in equity or other comprehensive income are also recorded in equity or other comprehensive income.

Sales tax

The net amount of sales tax recoverable from or payable to a taxation authority is included as part of trade receivables or trade payables (as appropriate) in the consolidated statements of financial position.

m) Share-based payment transactions

Under the Company's deferred share unit plan, the board of directors may receive deferred share units (DSUs), each of which is equal to one common share. Under the Company's long-term incentive plan, certain members of the senior leadership teams are granted performance share units (PSUs) or restricted share units (RSUs) that vest and are settled after a three-year period. DSUs, PSUs, and RSUs are settled only in cash.

The cost of cash-settled transactions is measured initially at fair value at the grant date. For DSUs, this fair value is expensed on issuance with a corresponding liability recognized through other liabilities. For PSUs and RSUs, the fair value is expensed over the vesting period. These liabilities are remeasured to fair value at each reporting date, up to and including the settlement date, with changes in fair value recognized in administrative and marketing expenses.

n) Business combinations and goodwill

The cost of an acquisition is measured as the consideration transferred at fair value at the acquisition date. Any deferred or contingent consideration to be transferred by the Company is recognized at fair value at the acquisition date. Subsequent changes to the fair value of the contingent consideration are recognized in other income.

The consideration paid for acquisitions may be subject to price adjustment clauses included in the purchase agreements and may extend over a number of years. At each consolidated statement of financial position date, these price adjustment clauses are reviewed. This may result in an increase or decrease of deferred or contingent consideration (recorded as notes payable on the acquisition date) to reflect either more or less non-cash working capital than was originally recorded. Since these adjustments are a result of facts and circumstances occurring after the acquisition date, they are not considered measurement period adjustments.

For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each CGU or group of CGUs that is expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units. Each CGU or group of CGUs represents the lowest level at which management monitors the goodwill.

5. Significant Accounting Judgments, Estimates, and Assumptions

Preparation of the Company's consolidated financial statements requires management to make judgments, estimates, and assumptions that affect the reported amounts of revenues, expenses, assets, and liabilities, as well as the disclosure of contingent liabilities at the end of the reporting year. However, uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

Discussed below are the key management judgments and assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that may lead to a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

a) Revenue recognition

The Company accounts for its revenue from fixed-fee and variable-fee-with-ceiling contracts using the percentage of completion method, which requires estimates to be made for contract costs and revenues. Contract costs include direct labor, direct costs for subconsultants, and other direct expenditures. Progress on jobs is regularly reviewed by management and estimated costs to complete are revised based on the information available at the end of each reporting period. Contract cost estimates are based on various assumptions that can result in a change to contract profitability from one financial reporting period to another. Assumptions are made about labor productivity, the complexity of the work to be performed, the performance of subconsultants, and the accuracy of original bid estimates. Estimating costs is subjective and requires management's best judgments based on the information available at that time.

On an ongoing basis, estimated revenue is updated to reflect the amount of consideration the Company expects to be entitled to in exchange for providing goods and services. Revenue estimates are affected by various uncertainties that depend on the outcome of future events, including change orders, claims, and variable consideration.

Change orders are included in estimated revenue when management believes the Company has an enforceable right to the change order, the amount can be estimated reliably, and realization is highly probable. Claims against other parties, including subconsultants, are recognized as a reduction in costs using the same criteria. To evaluate these criteria, management considers the contractual or legal basis for the change order, the cause of any additional costs incurred, and the history of favorable negotiations for similar amounts. As change orders are not recognized until highly probable, it is possible for the Company to have substantial contract costs recognized in one accounting period and associated revenue or reductions in cost recognized in a later period.

The Company's contracts may include variable consideration such as revenue based on costs incurred and contract provisions for performance-based incentives or penalties. Variable consideration is estimated by determining the most likely amount the Company expects to be entitled to, unless the contract includes a range of possible outcomes for performance-based amounts. In that case, the expected value is determined using a probability weighting of the range of possible outcomes. Variable consideration, including change orders approved as to scope but unapproved as to price, is included in estimated revenue to the extent it is highly probable that a significant reversal of cumulative

revenue recognized will not occur when the uncertainty associated with the variable consideration is resolved. Estimates of variable consideration are based on historical experience, anticipated performance, and management's best judgment based on the information available at the time.

Consideration in contracts with multiple performance obligations is allocated to the separate performance obligations based on estimates of stand-alone selling prices. The primary method used to estimate the stand-alone selling price is expected cost plus an appropriate margin. To determine the appropriate margin, management considers margins for comparable services under similar contracts in similar markets.

Changes in estimates are reflected in the period in which the circumstances that gave rise to the change became known and affect the Company's revenue, unbilled receivables, contract assets, and deferred revenue.

b) Impairment of non-financial assets

Impairment exists when the carrying amount of an asset or CGU or group of CGUs exceeds its recoverable amount, which is the higher of its fair value less costs of disposal or its value in use. Fair value less costs to sell is based on a discounted cash flow model and observable market prices for an arm's length transaction of similar assets, less incremental costs for disposing of the asset. The value in use calculation is based on a discounted cash flow model. The cash flows are derived from budgets over an appropriate number of years and do not include restructuring activities that the Company is not yet committed to or significant future investments that will enhance the asset's performance of the CGU or group of CGUs being tested.

The Company validates its estimate of the fair value of each asset, CGU or group of CGUs, by comparing the resulting multiples to multiples derived from comparable public companies and comparable company transactions. The Company reconciles the total fair value of all CGUs and groups of CGUs with its market capitalization to determine whether the sum is reasonable. If the reconciliation indicates a significant difference between the external market capitalization and the fair value of the CGUs or groups of CGUs, the Company reviews and adjusts, if appropriate, the discount rate of the CGUs or groups of CGUs and considers whether the implied acquisition premium (if any) is reasonable in light of current market conditions. The fair value measurement is categorized as level 3 in the fair value hierarchy based on the significant inputs in the valuation technique used (note 4h).

Goodwill

To arrive at the estimated recoverable amount of goodwill, the Company uses estimates of economic and market information, including arm's length transactions for similar assets, growth rates in revenues, estimates of future expected changes in operating margins, and cash expenditures. The Company estimates the recoverable amount by using the fair value less costs of disposal approach. It estimates fair value using market information and discounted after-tax cash flow projections, which is known as the income approach. The income approach uses a CGU's or group of CGUs' projection of estimated operating results and discounted cash flows based on a discount rate that reflects current market conditions and the risk of achieving the cash flows. The Company uses cash flow projections covering at least a five-year period derived from financial forecasts approved by senior management. To arrive at cash flow projections, the Company uses estimates of economic and market information over the projection period.

Lease assets and associated property and equipment

To arrive at the estimated recoverable amount of lease assets and associated property and equipment, the Company uses economic and market information, including arm's length transactions for similar assets, estimates of future changes in variable head lease payments, potential sublease terms and conditions, including the timing and amount of associated cash inflows and initial direct costs, and assumptions about the future use of associated property and equipment.

The Company estimates the recoverable amount by using the value in use approach. It estimates fair value using market information and probability weighted pre-tax cash flow projections discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU. The Company uses cash flow projections covering the remaining head lease term from financial forecasts approved by senior management.

c) Business combinations

In a business combination, the Company may acquire certain assets and assume certain liabilities of an acquired entity. The estimate of fair values for these transactions involves judgment to determine the fair values assigned to the tangible and intangible assets (i.e., backlog, client relationships, and trademarks) and the liabilities assumed on the acquisition. Determining fair values involves a variety of assumptions, including revenue growth rates, client retention rates, expected operating income, and discount rates.

From time to time, as a result of the timing of acquisitions in relation to the Company's reporting schedule, certain estimates of fair values of assets and liabilities acquired may not be finalized at the initial time of reporting. These estimates are completed after the vendors' final financial statements have been prepared and accepted by the Company, after detailed project portfolio reviews are performed, and when the valuations of intangible assets and other assets and liabilities acquired are finalized.

Assessments are performed on acquisition agreements with deferred or contingent consideration arrangements to determine whether the amounts payable represents business combination consideration or an arrangement that is separate from the business combination. Management applies judgment and the requirements of IFRS 3 to determine whether deferred or contingent arrangements are part of the business combination consideration.

d) Leases

Lease liabilities are discounted using the Company's incremental borrowing rate (IBR) when the interest rate implicit in the lease cannot be readily determined.

The IBR is the rate of interest that the Company would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the lease asset in a similar economic environment. The Company estimates the IBR based on the lease term, collateral assumptions, and the economic environment in which the lease is denominated.

e) Provision for self-insured liabilities and claims

In the normal conduct of operations, various legal claims are pending against the Company, alleging, among other things, breaches of contract or negligence in connection with the performance of its services. The Company carries professional liability insurance, subject to certain deductibles and policy limits, and self-insures certain risks, including professional liability, automobile liability, and employment practices liability. In some cases, the Company may be subject to claims for which it is only partly insured or completely insured. The accrual for self-insured liabilities includes estimates of the costs of reported claims and is based on management's assumptions, including consideration of actuarial estimates. These estimates of loss are derived from loss history that is then subjected to actuarial techniques to determine the proposed liability. Actual losses may vary from those used in the actuarial projections. An increase or decrease in loss is recognized in the period that the loss is determined and increases or decreases the Company's self-insured liabilities and reported expenses.

Damages assessed in connection with and the cost of defending such actions could be substantial and possibly in excess of policy limits, for which a range of possible outcomes are either not able to be estimated or not expected to be significant. However, based on advice and information provided by legal counsel, the Company's previous experience with the settlement of similar claims, and the results of the annual actuarial review, management believes that the Company has recognized adequate provisions for probable and reasonably estimated liabilities associated with these claims. In addition, management believes that it has appropriate insurance in place to respond to and offset the cost of resolving these claims.

Due to uncertainties in the nature of the Company's legal claims, such as the range of possible outcomes and the progress of the litigation, provisions for self-insured liabilities and claims involve estimates. The ultimate cost to resolve these claims may exceed or be less than that recorded in the consolidated financial statements. Management believes that the ultimate cost to resolve these claims will not materially exceed the insurance coverage or provisions accrued and, therefore, would not have a material adverse effect on the Company's consolidated statements of income and financial position.

f) Taxes

The Company's income tax assets and liabilities are based on interpretations of income tax legislation across various jurisdictions, primarily in Canada, United States, the United Kingdom, and Australia. The Company's effective tax rate can change from year to year based on the mix of income among jurisdictions, changes in tax laws in these

jurisdictions, and changes in the estimated value of deferred tax assets and liabilities. The Company's income tax expense reflects an estimate of the taxes it expects to pay for the current year, as well as a provision for changes arising in the values of deferred tax assets and liabilities during the year. The tax value of these assets and liabilities is impacted by factors such as accounting estimates inherent in these balances, management's expectations about future operating results, previous tax audits, and differing interpretations of tax regulations by the taxable entity and the responsible tax authorities. Differences in interpretation may arise for a wide variety of issues, depending on the conditions prevailing in the respective legal entity's domicile. Management regularly assesses the likelihood of recovering value from deferred tax assets, such as loss carryforwards, as well as from deferred tax depreciation of capital assets, and adjusts the tax provision accordingly.

Deferred tax assets are recognized for all unused tax losses to the extent that it is probable that taxable profit will be available against which the losses can be utilized. Significant management judgment is required to determine the amount of deferred tax assets that can be recognized based on the likely timing and the level of future taxable profits, together with future tax-planning strategies. If estimates change, the Company may be required to recognize an adjustment to its deferred income tax asset or liability and income tax expense.

Uncertainties exist with respect to the interpretation of complex tax regulations and the amount and timing of deferred taxable income. If the Company determines that it is not probable that a taxation authority will accept an uncertain tax treatment, then an uncertain tax liability is recorded using either the most likely amount or the expected value method, depending on which method better predicts the resolution of the circumstances giving rise to the uncertainty.

Uncertain tax liabilities are presented as either income taxes payable or deferred tax liabilities. This depends on whether the uncertain tax liabilities are in respect of taxable profit for a period or income taxes payable in future periods in respect of taxable temporary differences.

g) Employee defined benefit plans

The cost of the defined benefit pension plans and the present value of the pension obligations are determined separately for each plan using actuarial valuations. An actuarial valuation involves making various assumptions that may differ from actual future developments. These include determining the discount rate, mortality rates, inflation, and future pension increases. Due to the complexities involved in the valuation and its long-term nature, the defined benefit obligation and cost are highly sensitive to changes in these assumptions, particularly to the discount and mortality rates (although portions of the pension plans have protection against changes in the discount rate and improving mortality rates by utilizing annuities). All assumptions are reviewed annually.

For the discount rate, management considers the interest rates of corporate bonds in currencies consistent with the currencies of the post-employment obligation and that have an 'AA' rating or above, as set by an internationally acknowledged rating agency, and extrapolated as needed along the yield curve to correspond with the expected term of the benefit obligation. The mortality rate is based on publicly available information in the actuarial profession's publications plus any special geographical or occupational features of each plan's membership. Mortality tables tend to change only at intervals in response to demographic changes.

In determining whether the purchase of a bulk annuity contract results in a settlement of the Company's defined benefit obligations, management considers the intent of the transaction as well as the degree to which the Company continues to retain the related risks and obligations.

6. Recent Accounting Pronouncements and Changes to Accounting Policies

a) Recent adoptions

The following amendments became effective on January 1, 2024 and did not have a material impact on the Company's consolidated financial statements:

- In January 2020, the IASB issued *Classification of Liabilities as Current or Non-current (Amendments to IAS 1)* that aimed to promote consistency by helping companies determine whether debt and other liabilities with an uncertain settlement date should be classified as current or non-current in the statement of financial position. The amendments also clarified the classification requirements for debt a company might settle by converting it into equity. In October 2022, the IASB issued *Non-current Liabilities with Covenants (Amendments to IAS 1)* that provided guidance on how covenants may affect an entity's right to defer settlement of a liability for at least twelve months after the reporting period, which may determine whether a liability should be presented as current or non-current.
- In September 2022, the IASB issued *Lease Liability in a Sale and Leaseback (Amendments to IFRS 16)*. The amendments addressed the measurement requirements for sale and leaseback transactions. The amendments require a seller-lessee to subsequently measure lease liabilities arising from a leaseback in a way that it does not recognize any amount of the gain or loss that relates to the right of use it retains.
- In May 2023, the IASB issued *Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7)*, which introduced new disclosure requirements related to an entity's use of supplier finance arrangements.

In April 2024, the IFRS Interpretations Committee (IFRIC) issued an agenda decision on *Payments Contingent on Continued Employment during Handover Periods (IFRS 3)*. See section c) Change in accounting policy for the adoption impact.

b) Future adoptions

Listed below are the standards, amendments, and interpretations that the Company reasonably expects to be applicable at a future date and intends to adopt when they become effective. The Company is currently considering the impact of adopting these standards, amendments, and interpretations on its consolidated financial statements and cannot reasonably estimate the effect at this time.

- In August 2023, the IASB issued *Lack of Exchangeability (Amendments to IAS 21)*, which clarifies that entities must estimate the spot exchange rate when it is determined that a currency lacks exchangeability and introduces targeted disclosure requirements. The amendments are effective for annual reporting periods beginning on or after January 1, 2025, with earlier application permitted.
- In April 2024, the IASB issued *IFRS 18 Presentation and Disclosure in Financial Statements*, which will replace *IAS 1 Presentation of Financial Statements* and will be accompanied by limited amendments to *IAS 7 Statement of Cash Flows*. IFRS 18 will introduce a defined structure for the statement of profit or loss and add disclosures about management-defined performance measures and new principles for aggregation and disaggregation of information. The standard will be effective for annual reporting periods beginning on or after January 1, 2027, with earlier application permitted.
- In May 2024, the IASB issued *Amendments to the Classification and Measurement of Financial Instruments (Amendments to IFRS 9 and IFRS 7)*. The amendments clarify that financial liabilities are derecognized on the settlement date, subject to an accounting policy choice for certain financial liabilities settled through an electronic payment system; clarify the classification and measurement requirements for financial assets with Environmental, Social, and Governance linked and non-recourse features; and add certain disclosure requirements. The amendments are effective for annual reporting periods beginning on or after January 1, 2026, with earlier application permitted, applied retrospectively.

c) Change in accounting policy

IFRS 3 *Business Combinations* requires contingent payments (including deferred payments) to employees or selling shareholders to be treated as contingent consideration in a business combination or as separate transactions, depending on the nature of the payments. In April 2024, the IFRS Interpretations Committee (IFRIC) issued an agenda decision on *Payments Contingent on Continued Employment during Handover Periods (IFRS 3)*. The agenda

decision provided clarification on how automatic forfeiture should be applied to payments in a business combination which may be contingent on the sellers' continued employment.

Historically the Company issued notes payable as purchase consideration that were contingent on selling shareholders complying with the terms of the acquisition agreement. Effective September 30, 2024, the Company performed a reassessment of historical acquisitions based on the IFRIC clarification, and revised the accounting for certain historical notes payable from purchase consideration to compensation for post-combination services. The Company has also changed the terms used in recent acquisition agreements to clarify that adjustments to the notes payable are not contingent on continued employment but adjusted based on factors relevant to the performance of the business. The reassessment was applied as a change in accounting policy, retrospectively to all prior periods presented. The impacts on the Company's consolidated financial statements were as follows:

Consolidated Statements of Financial Position

	December 31, 2023 (as previously stated)	Increase (Decrease)	December 31, 2023 (revised)	January 1, 2023 (as previously stated)	Increase (Decrease)	January 1, 2023 (revised)
	\$	\$	\$	\$	\$	\$
Non-current assets						
Goodwill: Canada	359.5	(65.7)	293.8	359.5	(65.7)	293.8
United States	1,452.4	(136.4)	1,316.0	1,408.0	(139.6)	1,268.4
Global	572.1	(108.3)	463.8	578.9	(108.5)	470.4
Total Goodwill	2,384.0	(310.4)	2,073.6	2,346.4	(313.8)	2,032.6
Total assets	6,076.7	(310.4)	5,766.3	5,652.9	(313.8)	5,339.1
Current liabilities						
Trade and other payables	818.5	23.9	842.4	755.7	29.1	784.8
Long-term debt	146.7	(22.7)	124.0	52.2	(29.0)	23.2
Non-current liabilities						
Long-term debt	982.3	(8.1)	974.2	1,183.6	(26.5)	1,157.1
Deferred tax liabilities	24.4	2.0	26.4	28.2	6.8	35.0
Total liabilities	3,320.1	(4.9)	3,315.2	3,366.9	(19.6)	3,347.3
Total shareholders' equity	2,756.6	(305.5)	2,451.1	2,286.0	(294.2)	1,991.8
Total liabilities and equity	6,076.7	(310.4)	5,766.3	5,652.9	(313.8)	5,339.1

Consolidated Statements of Income

	2023 (as previously stated)	Increase (Decrease)	2023 (revised)
	\$	\$	\$
Administrative and marketing expenses	1,945.8	19.5	1,965.3
Income before income taxes	427.2	(19.5)	407.7
Deferred income taxes	(45.6)	(4.8)	(50.4)
Net income	331.2	(14.7)	316.5
Earnings per share, basic and diluted	2.98	(0.13)	2.85

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-24

Stantec Inc.

Consolidated Statements of Comprehensive Income

	2023 (as previously stated) \$	Increase (Decrease) \$	2023 (revised) \$
Exchange differences on translation of foreign operations	(64.0)	3.4	(60.6)
Other comprehensive income (loss), net of tax	(50.9)	3.4	(47.5)
Total comprehensive income, net of tax	280.3	(11.3)	269.0

Consolidated Statements of Cash Flows

	2023 (as previously stated) \$	Increase (Decrease) \$	2023 (revised) \$
Net income	331.2	(14.7)	316.5
Deferred income taxes	(45.6)	(4.8)	(50.4)
Trade and other payables and other accruals	(54.4)	(5.2)	(59.6)
Net cash flows from operating activities	544.7	(24.7)	520.0
Repayment of notes payable and other financing obligations	(52.4)	24.7	(27.7)
Net cash flows used in financing activities	(134.0)	24.7	(109.3)

7. Business Acquisitions

Acquisition in 2023

On June 30, 2023, the Company acquired all of the shares of Environmental Systems Design, Inc. (ESD), for cash consideration and notes payable. ESD is a 300-person firm headquartered in Chicago. The firm provides building engineering services, specializing in mission critical and data center services. This addition further strengthened the Company's Buildings operations in the United States CGU.

Acquisitions in 2024

On January 8, 2024, the Company acquired all of the shares of ZETCON Ingenieure GmbH (ZETCON), for cash consideration and notes payable. ZETCON is a 645-person engineering firm headquartered in Bochum, Germany. This addition further strengthened the Company's Infrastructure operations in the group of Global cash-generating units (CGUs).

On February 9, 2024, the Company acquired all of the shares of Morrison Hershfield Group Inc. (Morrison Hershfield), for cash consideration and notes payable. Morrison Hershfield is a 1,150-person engineering and management firm headquartered in Markham, Ontario. This addition further strengthened the Company's Infrastructure, Buildings, Environmental Services, and Water operations in Canada and the United States CGUs.

On April 30, 2024, the Company acquired all of the shares of Hydrock Holdings Limited (Hydrock), for cash consideration and notes payable. Hydrock is a 950-person integrated engineering design firm headquartered in Bristol, England. This addition further strengthened the Company's Energy & Resources, Buildings, and Infrastructure operations in the Global group of CGUs.

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-25

Stantec Inc.

Details of the consideration transferred and the fair value of the identifiable assets and liabilities acquired at the date of acquisition, including measurement period adjustments for prior acquisitions, are as follows:

	Notes	For the year ended December 31,	
		2024	2023
		\$	\$
Cash consideration		581.0	86.7
Notes payable	16	90.7	50.6
Consideration		671.7	137.3
Cash consideration		581.0	86.7
Cash acquired		26.0	11.1
Net cash paid		555.0	75.6
Assets and liabilities acquired			
Cash		26.0	11.1
Non-cash working capital			
Trade receivables		92.1	16.4
Unbilled receivables		25.5	10.3
Trade and other payables		(61.6)	(11.5)
Deferred revenue		(35.0)	(7.5)
Other non-cash working capital		13.3	1.5
Lease assets	11	60.8	15.0
Intangible assets	13	183.8	37.6
Lease liabilities		(57.3)	(13.6)
Long-term debt		(44.5)	—
Provisions	17	(24.2)	(1.1)
Deferred tax (liabilities) assets	26	(57.0)	1.7
Other	10,14	46.8	3.2
Total identifiable net assets at fair value		168.7	63.1
Goodwill arising on acquisitions	12	503.0	74.2

Deferred consideration is included as notes payable and has been assessed as part of the business combination and recognized at fair value at the acquisition date.

Non-cash working capital includes trade receivables and unbilled receivables which are recognized at fair value at the time of acquisition, and their fair value approximates their net carrying value.

Goodwill consists of the value of expected synergies arising from an acquisition, the expertise and reputation of the assembled workforce acquired, and the geographic location of the acquiree. Goodwill of \$207.9 and intangible assets of \$84.3 were allocated to ZETCON, goodwill of \$175.3 and intangible assets of \$59.1 were allocated to Morrison Hershfield, and goodwill of \$119.8 and intangible assets of \$40.4 were allocated to Hydrock. None of the goodwill and intangible assets arising from the acquisitions are expected to be deductible for income tax purposes.

Non-current provisions for claims of \$20.3 were recognized from the acquisitions in 2024, based on their expected probable outcomes (note 17). There is significant uncertainty as to the timing and amount of the cash outflows, which depends on the development of the claims. As at the acquisition dates, the Company recognized \$15.1 in expected reimbursements related to these provisions for claims, included in Other Assets (note 14).

Gross revenue earned from acquisitions since the acquisition date was \$411.2.

Fair value of net assets for current and prior year acquisitions

The preliminary fair values of the net assets recognized in the Company's consolidated financial statements were based on management's best estimates of the acquired identifiable assets and liabilities at the acquisition dates. Management finalized the fair value assessments of assets and liabilities purchased from ZETCON and Morrison Hershfield. For Hydrock, management is reviewing the respective vendors' closing financial statements, purchase adjustments, and other outstanding information. Once the outstanding information is received, reviews are completed, and approvals are obtained, the valuation of acquired assets and liabilities will be finalized.

8. Cash and Cash Equivalents

The Company's policy is to invest cash in excess of operating requirements in highly liquid investments. For the purpose of the consolidated statements of cash flows, cash and cash equivalents consist of the following:

	December 31, 2024 \$	December 31, 2023 \$
Cash	215.7	194.4
Unrestricted investments	12.8	158.5
Cash and cash equivalents	228.5	352.9

9. Trade and Other Receivables

	December 31, 2024 \$	December 31, 2023 \$
Trade receivables, net of expected credit losses of \$2.7 (2023 – \$2.7)	1,282.4	1,016.1
Holdbacks and other	26.5	36.8
Insurance receivables	14.9	10.6
Trade and other receivables	1,323.8	1,063.5

The aging analysis of gross trade receivables is as follows:

	Total \$	1–30 \$	31–60 \$	61–90 \$	91–120 \$	121+ \$
December 31, 2024	1,285.1	655.9	380.6	118.3	36.1	94.2
December 31, 2023	1,018.8	503.8	309.0	92.1	31.7	82.2

Information about the Company's exposure to credit risks for trade and other receivables is included in note 24.

10. Property and Equipment

	Engineering Equipment \$	Office Equipment \$	Leasehold Improvements \$	Other \$	Total \$
Cost					
December 31, 2022	138.5	80.2	248.1	46.2	513.0
Additions	38.0	5.8	29.7	16.2	89.7
Additions arising on acquisitions	0.8	0.1	1.7	—	2.6
Disposals	(21.4)	(9.6)	(38.1)	(8.8)	(77.9)
Impact of foreign exchange	(1.8)	(1.4)	(3.2)	(0.8)	(7.2)
December 31, 2023	154.1	75.1	238.2	52.8	520.2
Additions	39.6	3.9	29.9	9.2	82.6
Additions arising on acquisitions	4.2	3.4	6.1	0.6	14.3
Disposals	(30.9)	(9.2)	(24.4)	(4.1)	(68.6)
Impact of foreign exchange	6.8	4.8	9.1	3.5	24.2
December 31, 2024	173.8	78.0	258.9	62.0	572.7
Accumulated depreciation					
December 31, 2022	67.2	42.8	134.2	18.1	262.3
Depreciation	22.6	7.0	26.0	4.3	59.9
Disposals	(20.4)	(8.0)	(34.5)	(4.6)	(67.5)
Net impairment (note 11)	—	0.3	1.6	—	1.9
Impact of foreign exchange	(0.9)	(0.7)	(1.9)	(0.4)	(3.9)
December 31, 2023	68.5	41.4	125.4	17.4	252.7
Depreciation	25.5	9.5	27.0	5.7	67.7
Disposals	(29.6)	(8.7)	(23.0)	(3.5)	(64.8)
Net impairment (note 11)	—	0.5	5.4	—	5.9
Impact of foreign exchange	3.2	1.1	6.7	1.2	12.2
December 31, 2024	67.6	43.8	141.5	20.8	273.7
Net book value					
December 31, 2023	85.6	33.7	112.8	35.4	267.5
December 31, 2024	106.2	34.2	117.4	41.2	299.0

Included in the Other category is automotive equipment, buildings, land, and an ownership interest in an aircraft.

11. Lease Assets

	Building \$	Other \$	Total \$
December 31, 2022	455.0	15.4	470.4
Additions	45.4	2.9	48.3
Acquisitions	14.6	0.4	15.0
Depreciation	(114.7)	(7.0)	(121.7)
Modifications	33.3	0.3	33.6
Reversal of impairment, net	1.6	—	1.6
Foreign exchange	(4.2)	(0.1)	(4.3)
December 31, 2023	431.0	11.9	442.9
Additions	60.3	10.6	70.9
Acquisitions	56.8	4.0	60.8
Depreciation	(117.7)	(9.4)	(127.1)
Modifications	36.4	0.7	37.1
Net impairment	(29.0)	—	(29.0)
Foreign exchange	17.0	1.7	18.7
December 31, 2024	454.8	19.5	474.3

The Company leases buildings for its office spaces across the globe. Lease terms typically range from 1 to 15 years and a weighted average remaining lease term of 6.1 years at December 31, 2024 (2023 - 6.2 years). To provide operational flexibility, the Company includes extension and termination options in certain leases.

The Company leases vehicles and office equipment with terms typically ranging from 1 to 7 years and a weighted average remaining lease term of 2.5 years at December 31, 2024 (2023 - 2.8 years).

The Company also leases IT equipment and other equipment with terms typically ranging from 1 to 5 years. These leases are generally short-term or for low-value assets that the Company has elected not to recognize in lease assets and lease liabilities.

As part of the Company's strategic plan, the real estate lease portfolio was evaluated and resulted in the approval of a formal plan to sublease certain underutilized office spaces resulting from our hybrid working model. This change in use resulted in the recognition of impairment losses, where the carrying amount of the assets exceeded the recoverable amount, determined based on the value in use method. A net impairment charge of \$29.0 (2023 - impairment reversal of \$1.6) and an onerous contract provision of \$6.8 (2023 - \$2.5) (note 17) were recognized. The impaired lease assets are primarily within the Canada and United States reportable segments.

	Canada \$	United States \$	Global \$	Total \$
At December 31, 2024				
Impairment losses				
Lease assets	12.6	14.9	2.4	29.9
Property and equipment	5.2	0.4	0.5	6.1
Impairment reversals	(0.4)	(0.6)	(0.1)	(1.1)
Net impairment of lease assets and property and equipment	17.4	14.7	2.8	34.9
Recoverable amount remaining	—	—	1.3	1.3

In 2023 the Company had impairment losses on lease assets and property and equipment of \$2.1 and \$2.6, respectively, primarily in the United States. This was offset by impairment reversals on lease assets and property and

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-29

Stantec Inc.

equipment of \$4.4 primarily in Canada and the United States. The aggregate remaining recoverable amounts for previously recorded impairments were \$2.8 relating primarily to Global.

Amounts recognized in administrative and marketing expenses	For the year ended December 31,	
	2024	2023
	\$	\$
Rent expense - variable lease payments	52.0	47.5
Rent expense - short-term leases and leases of low-value assets	4.0	2.9
Income from subleases	(3.5)	(2.9)
Total	52.5	47.5

Variable lease payments include operating expenses, real estate taxes, insurance, and other variable costs. Future undiscounted cash flows for short-term leases, leases of low-value assets, variable lease payments, and sublease payments receivable are disclosed in note 20.

Cash outflows for lease liabilities are disclosed in note 31.

12. Goodwill

	December 31, 2024	December 31, 2023
	\$	\$
		(Note 6.c) ¹
Gross goodwill, beginning of the year	2,193.4	2,152.4
Acquisitions	503.0	74.2
Impact of foreign exchange	135.9	(33.2)
Gross goodwill, end of the year	2,832.3	2,193.4
Accumulated impairment losses	(119.8)	(119.8)
Net goodwill, end of the year	2,712.5	2,073.6

¹ Revised for change in accounting policy (see Note 6.c)

Goodwill arising from acquisitions includes factors such as the expertise and reputation of the assembled workforce acquired, the geographic location of the acquiree, and the expected synergies.

The Company considers its CGUs based on the interdependence of cash flows between different geographic locations and how management monitors the operations. As such, the CGUs are defined as Canada, US, Asia/Pacific, Latin America, UK/Europe/Middle East, and Germany. As goodwill is not monitored at a level lower than the Company's operating segments, the CGUs excluding Canada and the US are grouped in Global for purposes of allocating goodwill and testing impairment.

Goodwill was allocated to its CGUs or group of CGUs as follows:

	December 31, 2024	December 31, 2023
	\$	\$
		(Note 6.c) ¹
Canada	422.7	293.8
United States	1,479.3	1,316.0
Global	810.5	463.8
Allocated	2,712.5	2,073.6

¹ Revised for change in accounting policy (see Note 6.c)

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-30

Stantec Inc.

On October 1, 2024, and October 1, 2023, the Company performed its annual goodwill impairment test in accordance with its policy described in note 4. Based on the results of the 2024 and 2023 tests, the Company concluded that the recoverable amount of each CGU or group of CGUs exceeded its carrying amount and, therefore, goodwill was not impaired.

Assumptions

The calculation of fair value less costs of disposal is most sensitive to the following key assumptions:

- Operating margin rates based on actual experience and management's long-term projections. Operating margin is defined as project margin less the sum of administrative and marketing expenses, depreciation of property and equipment, amortization of software, and other adjustments such as lease interest and principal lease payments.
- Discount rates reflecting investors' expectations when discounting future cash flows to a present value, taking into consideration market rates of return, capital structure, company size, and industry risk. If necessary, a discount rate is further adjusted to reflect risks specific to a CGU or group of CGUs when future estimates of cash flows have not been adjusted. For its October 1, 2024 impairment tests, the Company discounted the cash flows using an after-tax discount rate of 8.7% for Canada, 9.4% for United States, and a weighted average discount rate of 10.1% for the Global group of CGUs (October 1, 2023 - 8.9% for Canada, 9.5% for United States, and 10.8% for the Global group of CGUs).

Other assumptions:

- Terminal growth rates based on actual experience and market analysis. Projections are extrapolated beyond five years using a growth rate that does not exceed 2.5% (2023 – 3.5%).
- Non-cash working capital requirements are based on historical actual rates, market analysis, and management's long-term projections.
- Net revenue growth rate based on management's best estimates of cash flow projections over a five-year period.

Sensitivity to changes in assumptions

As at October 1, 2024, the recoverable amounts of CGUs and group of CGUs tested exceeded their carrying amounts and management believes that no reasonably possible change in any of the above key assumptions would have caused the carrying amounts to exceed the recoverable amounts.

As at October 1, 2024, the recoverable amounts of the Canada and US CGUs exceeded their carrying amounts and no reasonably possible change in any of the above key assumptions would have caused the carrying amount to exceed its recoverable amount. The recoverable amount of the Global group of CGUs exceeded its carrying amount by \$256.4 assuming terminal operating margins averaging 10.5%. Assuming all other assumptions remain the same, the operating margin in all forecasted periods, including the terminal period, would need to decline by 150-basis points for the Global group of CGUs carrying amount to exceed its recoverable amount.

13. Intangible Assets

	Client Relationships \$	Contract Backlog \$	Software and other \$	Total \$
Cost				
December 31, 2022	471.9	48.6	90.2	610.7
Additions	—	—	13.7	13.7
Additions arising on acquisitions	25.2	12.4	—	37.6
Removal of fully amortized assets	(25.4)	(47.8)	(39.4)	(112.6)
Impact of foreign exchange	(7.6)	(0.8)	(0.5)	(8.9)
December 31, 2023	464.1	12.4	64.0	540.5
Additions	—	—	84.4	84.4
Additions arising on acquisitions	137.7	45.8	0.3	183.8
Removal of fully amortized assets	(30.9)	(13.4)	(24.5)	(68.8)
Impact of foreign exchange	31.3	2.0	0.3	33.6
December 31, 2024	602.2	46.8	124.5	773.5
Accumulated amortization				
December 31, 2022	215.6	31.4	43.3	290.3
Amortization	46.3	21.3	34.4	102.0
Removal of fully amortized assets	(25.4)	(47.8)	(39.4)	(112.6)
Impact of foreign exchange	(3.8)	(0.8)	(0.3)	(4.9)
December 31, 2023	232.7	4.1	38.0	274.8
Amortization	58.5	31.1	34.2	123.8
Removal of fully amortized assets	(30.9)	(13.4)	(24.5)	(68.8)
Impact of foreign exchange	15.7	1.1	(0.1)	16.7
December 31, 2024	276.0	22.9	47.6	346.5
Net book value				
December 31, 2023	231.4	8.3	26.0	265.7
December 31, 2024	326.2	23.9	76.9	427.0

During 2024, the Company concluded that there were no indicators of impairment related to intangible assets.

The net book value of software acquired through software financing obligations is \$41.5 (2023 - \$15.4).

14. Other Assets

	Notes	December 31, 2024 \$	December 31, 2023 \$
Financial assets			
Investments held for self-insured liabilities	23	195.7	204.5
Holdbacks on long-term contracts		43.7	25.2
Derivative financial instruments	23,24	20.7	20.0
Insurance recovery assets	7	10.6	—
Other		39.2	28.6
Non-financial assets			
Other		17.6	18.0
		327.5	296.3
Less current portion - financial		26.2	15.8
Less current portion - non-financial		1.3	1.3
Long-term portion		300.0	279.2

Financial assets - Other primarily includes sublease receivables and deposits. Non-financial assets - Other primarily includes investments in joint ventures and associates, transaction costs on long-term debt, and investment tax credits.

Investments held for self-insured liabilities include government and corporate bonds that are classified as FVOCI with unrealized gains (losses) recorded in other comprehensive income. Investments also include equity securities that are classified as FVPL with gains (losses) recorded in net income.

Their fair value and amortized cost are as follows:

	December 31, 2024 \$		December 31, 2023 \$	
	Fair Value	Amortized Cost/Cost	Fair Value	Amortized Cost/Cost
Bonds	122.7	123.1	127.2	125.0
Equity securities	73.0	54.6	77.3	66.3
Total	195.7	177.7	204.5	191.3

The bonds bear interest at rates ranging from 0.63% to 8.00% per annum (2023 – 0.63% to 8.00%). The terms to maturity of the bond portfolio, stated at fair value, are as follows:

	December 31, 2024 \$	December 31, 2023 \$
Within one year	6.0	0.4
After one year but not more than five years	37.5	43.1
More than five years	79.2	83.7
Total	122.7	127.2

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-33

Stantec Inc.

15. Trade and Other Payables

	December 31, 2024 \$	December 31, 2023 \$ (Note 6.c)
Trade accounts payable and accruals	447.6	351.9
Employee and payroll liabilities	453.6	415.9
Other accrued liabilities	117.5	74.6
Trade and other payables	1,018.7	842.4

16. Long-Term Debt

	December 31, 2024 \$	December 31, 2023 \$ (Note 6.c)
Senior unsecured notes	548.1	547.6
Revolving credit facility	256.0	79.5
Term loan facilities	405.6	408.2
Notes payable	116.8	52.0
Other financing obligations	57.0	10.9
	1,383.5	1,098.2
Less current portion	175.0	124.0
Long-term portion	1,208.5	974.2

Senior unsecured notes

The Company's senior unsecured notes (the notes) consist of:

- \$300 of notes that mature on October 8, 2027, bearing interest at a fixed rate of 2.048% per annum; and
- \$250 of notes that mature on June 27, 2030, bearing interest at a fixed rate of 5.393% per annum.

The notes rank pari passu with all other debt and future indebtedness of the Company.

Revolving credit and term loan facilities

The Company has syndicated senior credit facilities, structured as a sustainability-linked loan, consisting of an unsecured senior revolving credit facility in the maximum amount of \$800 and an unsecured senior term loan of \$310 in two tranches. Additional funds of \$600 can be accessed subject to approval and under the same terms and conditions. On June 27, 2024, the Company amended the syndicated senior credit facilities to change certain terms and conditions, including extending the maturity dates for the revolving credit facility from December 8, 2027 to June 27, 2029, the \$150 tranche B of the term loan from December 8, 2025 to June 27, 2027, and the \$160 tranche C of the term loan from December 8, 2027 to June 27, 2029. The amendments to the terms and conditions were not considered to be substantial. As such, the amendments were accounted for as a debt modification.

The Company's unsecured bilateral term credit facility of \$100 matured on June 17, 2024 and has been replaced with a new unsecured bilateral term credit facility of \$100 maturing on June 28, 2025.

At December 31, 2024, \$256.0 of the revolving credit facility was payable in Canadian funds (2023 - payable in US funds of \$79.5 (US\$60.0)). As at December 31, 2024 and 2023, the term loan facilities were payable in Canadian funds. The revolving credit facility and the term loan facilities may be repaid from time to time at the option of the Company. The average interest rate for the revolving credit facility and term loan facilities at December 31, 2024, was 4.86% (2023 – 6.78%).

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-34

Stantec Inc.

The funds available under the revolving credit facility are reduced by overdrafts (included in bank indebtedness in the consolidated statements of financial position) and outstanding letters of credit issued pursuant to the facility agreement. At December 31, 2024, the Company had issued outstanding letters of credit that expire at various dates before October 2025, are payable in various currencies, and total \$4.2 (2023 – \$2.4). These letters of credit were issued in the normal course of operations, including the guarantee of certain office rental obligations. At December 31, 2024, \$539.8 (2023 – \$718.1) was available under the revolving credit facility.

Bank indebtedness

The Company has an uncommitted unsecured multicurrency credit facility of up to £20 and an overdraft facility of up to AU\$5, repayable on demand. The amount drawn at December 31, 2024 was \$17.1 (£9.5) (2023 - \$23.6 (£14.0)).

Bank indebtedness also includes overdrafts drawn under the terms of the Company's syndicated senior credit facilities. No balances were drawn at December 31, 2024 (2023 - nil).

Notes payable and other finance obligations

Notes payable consists primarily of notes payable for acquisitions and are due at various times from 2025 to 2027. Repayment is contingent on selling shareholders complying with the terms of the acquisition agreements. The weighted average interest rate on the notes payable at December 31, 2024, was 4.9% (2023 - 5.0% (notes payable were revised, see note 6.c)). The aggregate maturity value of the notes of \$116.6 (2023 - \$52.0) is comprised of:

	December 31, 2024		December 31, 2023	
	CAD	Foreign currency	CAD (Note 6.c)	Foreign currency (Note 6.c)
US dollars	36.7	25.5	50.5	38.1
British pounds	3.9	2.2	0.6	0.3
Euro	75.1	50.4	—	—
Other currencies	0.9	1.0	0.9	0.9

The Company has other financing obligations for software (included in intangible assets), equipment, and leasehold improvements. These obligations expire at various dates before November 2026. Other financing obligations include software additions of \$66.3 (2023 - \$0.6) which have been excluded from the consolidated statement of cash flows (note 31).

Letter of credit and surety facilities

The Company issues letters of credit within its revolving credit facility and has a separate facility outside of its revolving credit facility that provides letters of credit up to \$100. At December 31, 2024, \$75.5 (2023 – \$57.0) in aggregate letters of credit outside of the Company's credit facilities were issued in various currencies. Of these letters of credit, \$47.3 (2023 – \$41.6) expire at various dates before May 2035 and \$28.2 (2023 – \$15.4) have open-ended terms.

At December 31, 2024, the Company has \$44.3 (2023 - \$20.3) in bonds for our continuing operations that will expire on completion of the associated projects. The estimated completion dates of these projects are before August 2029.

The Company also has surety facilities related to Construction Services (which was sold in 2018) to accommodate the issuance of bonds for certain types of project work of \$3.5 (2023 - \$16.6) in US funds that will expire on completion of the associated projects. The estimated completion dates of these projects are before May 2025. The purchaser of the Construction Services business has indemnified the Company for any obligations that may arise from these bonds.

17. Provisions

	Self-insured liabilities \$	Claims \$	Lease restoration \$	Onerous contracts \$	Total \$
Balance, beginning of the year	86.6	46.7	28.5	24.7	186.5
Current year provisions	43.7	22.6	3.5	9.5	79.3
Acquisitions	—	20.3	1.4	2.5	24.2
Paid or otherwise settled	(23.8)	(22.6)	(5.0)	(15.7)	(67.1)
Impact of foreign exchange	6.6	3.0	1.2	0.6	11.4
	113.1	70.0	29.6	21.6	234.3
Less current portion	11.6	39.1	5.2	10.5	66.4
Long-term portion	101.5	30.9	24.4	11.1	167.9

Cash outflows for provisions for claims are expected to occur within the next one to five years, although this is uncertain and depends on the development of the various claims. These outflows are not expected to have a material impact on the Company's net cash flows.

Provision for lease restoration relates to building leases (note 11). Cash outflows for provisions for lease restoration are expected to occur within the next one to fourteen years.

18. Employee Defined Benefit Plans

	December 31, 2024 \$	December 31, 2023 \$
Net defined benefit pension asset	75.0	72.3
Net defined benefit pension liability	(6.4)	(15.6)
End of employment benefit plans	(16.0)	(13.9)
Net employee defined benefit liability	(22.4)	(29.5)

Defined benefit pension plans

The Company sponsors defined benefit pension plans (the Plans) covering certain full-time and past employees, primarily in the United Kingdom. The benefits for the Plans are based on final compensation and years of service. The Plans are closed to new participants and have ceased all future service benefits.

The Plans are governed by the laws of the United Kingdom. Each pension plan has a board of trustees that is responsible for administering the assets and defining the investment policies of the Plans.

The funding objective of each pension plan is to have sufficient and appropriate assets to meet actuarial liabilities. The board of trustees reviews the level of funding required based on separate triennial actuarial valuations for funding purposes; the most recent were completed as at March 31, 2021. The Plans require that contributions be made to separately administered funds, which are maintained independently by custodians. The Company expects to contribute approximately \$8 to the Plans in 2025.

The Plans expose the Company to a number of risks, including changes to long-term UK interest rates and inflation expectations, movements in global investment markets, changes in life expectancy rates, foreign exchange risk, and regulatory risk from changes in UK pension legislation. The Company is also exposed to price risk because the Plans' assets include investments in equities.

In 2024, the UK Court of Appeal upheld a ruling given by the High Court that specific alterations to the rules of salary-related contracted-out pension schemes made between 1997 and 2016 would be invalid if they lacked a confirmation under Section 37 of the Pension Schemes Act 1993 from the scheme's actuary. This ruling has potentially significant implications because of the wide-ranging impact of the judgement. We are in the process of understanding the impact of the ruling on Stantec's UK defined benefit plans. Therefore, it is not currently possible to assess with any certainty whether there could be a potential financial impact.

The Company has a bulk annuity policy for a UK pension scheme and also holds guaranteed annuities for certain plan members upon retirement. Future cash flows from annuities will match the amount and timing of certain benefits payable under the Plans, partially mitigating the Company's exposure to future volatility in the related obligations. At December 31, 2024, 55.6% (2023 - 55.2%) of the defined benefit obligation was fully covered against changes in interest rates and longevity post-retirement. Post-retirement benefits that are fully matched with annuity policies have been included in both the asset and liability figures in the following tables.

A liability-driven investment (LDI) strategy has been implemented to mitigate a portion of the Plans' long-term interest rate and inflation risks by investing in assets that have similar interest rate and inflation characteristics as the Plans' liabilities. The LDI strategy relates to only a portion of the Plans' investments; therefore, the Plans remain exposed to interest rate and inflation risk, along with the other risks mentioned above.

The following table presents a reconciliation from the opening balances to the closing balances for the net defined benefit asset (liability) and its components:

	2024			2023		
	Defined Benefit Obligation \$	Fair Value of Plan Assets \$	Net Defined Benefit Asset (Liability) \$	Defined Benefit Obligation \$	Fair Value of Plan Assets \$	Net Defined Benefit Asset (Liability) \$
Balance, beginning of the year	(402.6)	459.3	56.7	(382.5)	422.9	40.4
Administrative and marketing expenses						
Interest (expense) income	(18.4)	21.1	2.7	(17.8)	20.2	2.4
Administrative expenses paid by the Plans	—	(1.9)	(1.9)	—	(2.1)	(2.1)
	(18.4)	19.2	0.8	(17.8)	18.1	0.3
Other comprehensive income (loss)						
Adjustments on the plan assets, excluding interest income	—	(57.1)	(57.1)	—	10.3	10.3
Actuarial gains (losses) arising from:						
Changes in demographic assumptions	3.0	—	3.0	5.8	—	5.8
Changes in financial assumptions	47.7	—	47.7	(9.6)	—	(9.6)
Experience adjustments	6.3	—	6.3	(3.4)	—	(3.4)
Remeasurement (loss) gain, before tax	57.0	(57.1)	(0.1)	(7.2)	10.3	3.1
Effect of movement in exchange rates	(27.0)	31.1	4.1	(11.1)	12.4	1.3
	30.0	(26.0)	4.0	(18.3)	22.7	4.4
Other						
Benefits paid	17.6	(17.6)	—	16.0	(16.0)	—
Contributions by employer	—	7.1	7.1	—	11.6	11.6
	17.6	(10.5)	7.1	16.0	(4.4)	11.6
Balance, end of the year	(373.4)	442.0	68.6	(402.6)	459.3	56.7

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-37

Stantec Inc.

The total remeasurement loss on the net employee defined benefit asset at December 31, 2024, was \$0.1 (net of deferred tax expense of nil) (2023 – a gain of \$3.1 and a deferred tax recovery of \$4.7, primarily from a tax rate change in the United Kingdom, for a total OCI impact of \$7.8).

	December 31, 2024	December 31, 2023
	\$	\$
Included in the consolidated statement of financial position within:		
Net defined benefit asset	75.0	72.3
Net defined benefit liability	(6.4)	(15.6)
	68.6	56.7

The Company has an unconditional right to derive economic benefit from the above surplus and has therefore recognized a net defined benefit asset.

Major categories of plan assets, measured at fair value, are as follows:

	December 31, 2024	December 31, 2023
	\$	\$
Cash and cash equivalents	28.4	26.7
Investments quoted in active markets (mutual, exchange-traded, and pooled funds):		
Equities	5.8	18.7
Fixed income, corporate bonds, and gilts	84.4	71.0
Pooled fund liability-driven investments	113.8	118.2
Alternatives and property funds	1.9	2.5
Unquoted investments:		
Annuity policies	207.7	222.2
Fair value of plan assets	442.0	459.3

The investment policy for the Plans is to balance risk and return. Approximately 53% of plan assets are invested in mutual, exchange-traded, and pooled funds (fair valued using quoted market prices) or held in cash. Approximately 47% of plan assets are held in annuity policies that will have cash flows that match the amount and timing of certain benefits payable under the Plans. The fair value of these policies reflects the present value of the related obligations and is determined using actuarial techniques and guaranteed annuity rates.

The present value of the defined benefit obligation is determined by discounting the estimated future cash flows using actuarial valuations. The significant assumptions used in determining pension benefit obligations for the Plans are shown below (expressed as weighted averages):

	December 31, 2024	December 31, 2023
Discount rate	5.38%	4.48%
Rate of inflation, pre-retirement	2.84%	2.64%
Rate of increase in future pensions payment	3.28%	3.30%
Life expectancy at age 65 for current pensioners:		
Male	21 years	21 years
Female	24 years	24 years
Life expectancy at age 65 for current members aged 45:		
Male	22 years	22 years
Female	25 years	25 years

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-38

Stantec Inc.

At December 31, 2024, the weighted average duration of the defined benefit obligation was 14 years (2023 – 14 years).

Quantitative sensitivity analyses showing the impact on the defined benefit obligation for significant assumptions are as follows:

	December 31, 2024		December 31, 2023	
	Increase \$	Decrease \$	Increase \$	Decrease \$
Change in discount rate by 0.25%	(12.8)	13.2	(13.8)	14.3
Change in pre-retirement inflation rate by 0.25%	2.2	(2.2)	2.4	(2.4)
Change in pension increase assumption by 0.25%	6.7	(6.6)	7.5	(7.4)
Change in one year in the life expectancy	12.0	(12.0)	13.5	(13.5)

The sensitivity analyses above have been determined based on a method that extrapolates the impact on the defined benefit obligation as a result of reasonable changes in key assumptions occurring at the end of the reporting year. The sensitivity analyses were based on changing a significant assumption and keeping all other assumptions constant and may not be representative of an actual change in the defined benefit obligation as it is unlikely that changes in assumptions would occur in isolation of one another.

End of employment benefit plans

The liability for end of employment benefit plans represents the Company's estimated obligations for long service leave and annual leave that is legislated in some countries in which the Company operates.

19. Other Liabilities

	Note	December 31, 2024 \$	December 31, 2023 \$
Cash-settled share-based compensation	22	85.2	95.5
Other		9.3	15.1
		94.5	110.6
Less current portion		53.5	55.0
Long-term portion		41.0	55.6

20. Commitments

The Company has various lease commitments included in lease liabilities (note 11). In addition, the Company has commitments for variable lease payments, short-term leases, and leases of low-value assets. These commitments as at December 31, 2024, are as follows:

	Total \$	Less than 1 Year \$	1 to 3 Years \$	After 3 Years \$
Variable lease payments and other	293.9	55.9	92.2	145.8
Leases not commenced but committed	8.7	0.9	2.7	5.1
Software financing not commenced but committed	9.9	2.2	4.4	3.3
	312.5	59.0	99.3	154.2

Future minimum payments receivable under non-cancelable sublease agreements as at December 31, 2024 are \$46.0 (2023 - \$41.4) and are due over the next 9 years, of which \$21.5 (2023 - \$18.8) relates to sublease receivables included in other assets (note 14).

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-39

Stantec Inc.

21. Contingencies and Guarantees

The nature of the Company's legal claims and the provisions recorded for these claims are described in notes 4 and 5. Although the Company accrues adequate provisions for probable legal claims, it has contingent liabilities relating to reported legal incidents that, based on current known facts, are not probable to result in future cash outflows. The Company is monitoring these incidents and will not accrue any provision until further information results in a situation in which the criteria required to record a provision is met. Due to the nature of these incidents, such as the range of possible outcomes and the possibility of litigation, it is not practicable for management to estimate the financial effects of these incidents, the amount and timing of future outflows, and the possibility of any reimbursement of these outflows.

In the normal course of business, the Company provides indemnifications and, in limited circumstances, surety bonds and guarantees. These are often standard contractual terms and are provided to counterparties in transactions such as purchase and sale contracts for assets or shares, service agreements, and leasing transactions. The Company also indemnifies its directors and officers against any and all claims or losses reasonably incurred in the performance of their service to the Company to the extent permitted by law. These indemnifications may require the Company to compensate the counterparty for costs incurred as a result of various events, including changes to or in the interpretation of laws and regulations, or as a result of damages or statutory sanctions that may be suffered by the counterparty as a consequence of the transaction. The terms of these indemnifications and guarantees will vary based on the contract, the nature of which prevents the Company from making a reasonable estimate of the maximum potential amount that it could be required to pay to counterparties. In most cases, the potential payment amount of an outstanding indemnification or guarantee is limited to the remaining cost of work to be performed under service contracts. The Company carries liability insurance, subject to certain deductibles and policy limits, that provides protection against certain insurable indemnifications. Historically, the Company has not made any material payments under such indemnifications or guarantees, and no amounts have been accrued in the consolidated financial statements with respect to these indemnifications and guarantees.

22. Share Capital

Authorized

Unlimited	Common shares, with no par value
Unlimited	Preferred shares issuable in series, with attributes designated by the board of directors

Common shares

The Company has approval to repurchase up to 2,281,339 common shares during the period December 13, 2024 to December 12, 2025, and an Automatic Share Purchase Plan (ASPP) which allows a broker, in its sole discretion and based on the parameters established by the Company, to purchase common shares for cancellation under the Normal Course Issuer Bid (NCIB) at any time during predetermined trading blackout periods. During 2024, no (2023 – 129,036 at a cost of \$10.0) common shares were repurchased for cancellation pursuant to the NCIB. As at December 31, 2024 and 2023, no liability was recorded in the Company's consolidated statements of financial position in connection with the ASPP.

In 2023, the Company completed a public offering and issued 3,108,450 common shares from treasury, at a price of \$92.50 for gross proceeds of \$287.5 (\$277.8 net of transaction costs).

Dividends

Holders of common shares are entitled to receive dividends when declared by the Company's board of directors. The table below describes the dividends paid in 2024.

Date Declared	Record Date	Payment Date	Dividend per Share \$	Paid \$
November 9, 2023	December 29, 2023	January 16, 2024	0.195	22.3
February 28, 2024	March 28, 2024	April 15, 2024	0.210	23.9
May 8, 2024	June 28, 2024	July 15, 2024	0.210	23.9
August 7, 2024	September 27, 2024	October 15, 2024	0.210	23.9
November 7, 2024	December 31, 2024	January 15, 2025	0.210	—

At December 31, 2024, trade and other payables included \$23.9 (2023 – \$22.3) related to the dividends declared on November 7, 2024.

Share-based payment transactions

The Company has a long-term incentive program, which allows for the issuance of RSUs, PSUs, share options, and share appreciation rights. The Company also has a DSUs plan for the board of directors.

During 2024, the Company recognized a net share-based compensation expense of \$43.0 (2023 – \$60.1), in administrative and marketing expenses in the consolidated statements of income, comprised of share-based compensation expense of \$49.6 (2023 - \$75.6) net of a hedge impact of \$6.6 (2023 - \$15.5) (note 24).

Cash-settled share-based payments

	December 31, 2024			December 31, 2023		
	RSUs #	PSUs #	DSUs #	RSUs #	PSUs #	DSUs #
Units, beginning of year	375,600	658,824	231,347	395,725	785,489	229,282
Granted and adjusted dividends	118,812	130,644	13,070	121,498	183,388	26,146
Paid	(114,329)	(229,024)	(39,424)	(127,173)	(284,209)	(24,081)
Forfeited	(16,543)	(13,861)	—	(14,450)	(25,844)	—
Units, end of year	363,540	546,583	204,993	375,600	658,824	231,347

Restricted share units

Under the Company's long-term incentive program, certain officers and employees may be granted RSUs. These units are adjusted for dividends as they arise, based on the number of units held on the record date, and the fair value is determined based on the trading price of the Company's common shares. For units that vest upon completing a three-year service condition, unit holders will receive cash payments based on the number of units held on the record date and the volume weighted average trading price of the Company's common shares for the last five trading days preceding the vesting date, less withholding amounts.

During 2024, the Company granted 116,111 RSUs (2023 - 118,259) at a fair value of \$13.3 (2023 - \$9.5) and 114,329 RSUs were paid at a value of \$13.8 (2023 - 127,173 RSUs were paid at a value of \$10.2). At December 31, 2024, the obligations accrued for RSUs were \$22.2 (2023 - \$20.2) included in other liabilities (note 19).

Performance share units

Under the Company's long-term incentive program, certain members of the senior leadership team may be granted PSUs. These units are adjusted for dividends as they arise, based on the number of units held on the record date. The number of units that vest upon completing a three-year service condition, is subject to a percentage that can range from 0% to 200%, depending on achieving three-year performance and market objectives. The performance objectives for 2022 and 2023 grants include a return on equity target for a 60% weighting and a total shareholder return relative to the Company's peer group for a 40% weighting. The performance objectives for 2024 grants include

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-41

Stantec Inc.

an adjusted earnings per share growth target and a total shareholder return relative to the Company's peer group, each with a 50% weighting.

The fair value of these units is measured using the Monte Carlo method. For units that vest upon completing a three-year service condition that starts after the grant date, unit holders will receive cash payments based on the number of units held on the record date and the volume weighted average trading price of the Company's common shares for the last five trading days preceding the vesting date, less withholding amounts.

During 2024, 126,023 PSUs (2023 - 177,897) were granted at a fair value of \$13.9 (2023 - \$15.7) and 229,024 PSUs were paid at a value of \$41.6 (2023 - 284,209 PSUs at a value of \$28.2). At December 31, 2024, the obligations accrued for PSUs were \$39.5 (2023 - \$51.5) included in other liabilities (note 19).

Deferred share units

The directors of the board receive DSUs and once certain requirements are met, on an annual basis, the directors may elect to allocate their compensation between DSUs and cash payment (to a maximum of 70%), less withholding amounts. These units vest on their grant date and are adjusted for dividends as they arise, based on the number of units held on the record date. The fair value is determined based on the trading price of the Company's common shares and are paid in cash to the directors of the board on their death or retirement. Cash payment is determined at the volume weighted average of the closing market price of the Company's common shares for the last 10 trading days of the month.

During 2024, 11,446 DSUs (2023 - 23,077) were granted at a fair value of \$1.3 (2023 - \$1.8), based on the closing market price of the Company's common shares at the grant date. At December 31, 2024, the outstanding and vested DSUs had a fair value of \$23.5 (2023 - \$23.8) included in other liabilities (note 19).

23. Fair Value Measurements

When forming estimates, the Company uses the most observable inputs available for valuation purposes. If a fair value measurement reflects inputs of different levels within the hierarchy, the financial instrument is categorized based on the lowest level of significant input.

When determining fair value, the Company considers the principal or most advantageous market in which it would transact and the assumptions that market participants would use when pricing the asset or liability. The Company measures certain financial assets and liabilities at fair value on a recurring basis.

For financial instruments recognized at fair value on a recurring basis, the Company determines whether transfers have occurred between levels in the hierarchy by reassessing categorizations at the end of each reporting period.

During 2024, no changes were made to the method of determining fair value and no transfers were made between levels of the hierarchy.

The following tables summarize the Company's fair value hierarchy for those assets and liabilities measured and adjusted to fair value on a recurring basis:

		Carrying Amount	Level 1	Level 2	Level 3
At December 31, 2024	Notes	\$	\$	\$	\$
Assets					
Investments held for self-insured liabilities	14	195.7	—	195.7	—
Derivative financial instruments	14,24	20.7	—	20.7	—
Liabilities					
Notes payable	16	116.8	—	—	116.8
At December 31, 2023					
Assets					
Investments held for self-insured liabilities	14	204.5	—	204.5	—
Derivative financial instruments	14,24	20.0	—	20.0	—
Liabilities					
Notes payable	16,6.c	52.0	—	—	52.0

Investments held for self-insured liabilities consist of government and corporate bonds and equity securities. Fair value of bonds is determined using observable prices of debt with characteristics and maturities that are similar to the bonds being valued. Fair value of equities is determined using the reported net asset value per share of the investment funds. The funds derive their value from the observable quoted prices of the equities owned that are traded in an active market.

The fair value of notes payable includes a forfeiture assumption which is not based on observable market data and as such, the valuation method is classified as level 3 in the fair value hierarchy. The forfeiture assumption is based on historical forfeiture experience, which has not been significant. For payments with terms greater than one year, the estimated liability is discounted using market rates of interest.

The following tables summarize the Company's fair value hierarchy for those liabilities that were not measured at fair value but are required to be disclosed at fair value on a recurring basis:

		Carrying Amount	Level 1	Level 2	Level 3
At December 31, 2024	Note	\$	\$	\$	\$
Senior unsecured notes	16	548.1	—	548.2	—
At December 31, 2023					
Senior unsecured notes	16	547.6	—	523.2	—

The fair value of senior unsecured notes is determined by calculating the present value of future payments using observable benchmark interest rates and credit spreads for debt with similar characteristics and maturities.

24. Financial Instruments

Total return swaps on share-based compensation units

The Company has total return swap (TRS) agreements with financial institutions to manage its exposure to changes in the fair value the Company's shares for certain cash-settled share-based payment obligations. The Company has designated the TRSs related to its RSUs as a cash flow hedge, with a notional amount of \$25.5 maturing between 2025 and 2027.

The fair value of the TRSs are based on the difference between the hedged price and the fair value of the Company's common shares and are recorded in other assets (note 14). For the year ended December 31, 2024, the TRSs related to the Company's RSUs had a fair value of \$10.7 (2023 - \$13.0), a gain of \$2.4 (\$1.8 net of tax) (2023 - gain of \$13.2 (\$10.1 net of tax)) in OCI, and a gain of \$5.5 (2023 - gain of \$8.1) was reclassified to the consolidated

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-43

Stantec Inc.

statements of income, in administrative and marketing expenses. The TRSs related to the Company's PSUs and DSUs, for which hedge accounting was not applied, had a fair value of \$8.2 (2023 - \$7.0) and a net unrealized gain of \$1.1 (2023 - unrealized gain of \$7.4) which was recognized in administrative and marketing expenses in the consolidated statements of income.

There is an economic relationship between these TRSs and the obligation for RSUs because the terms of the two instruments match (i.e., notional amount and payment). The Company has established a hedge ratio of 1:1 for the hedging relationship as the underlying risk of the TRSs are identical to the hedged risk component.

Credit risk

Assets that subject the Company to credit risk consist primarily of cash and cash equivalents, trade and other receivables, unbilled receivables, contract assets, investments held for self-insured liabilities, holdbacks on long-term contracts, and other financial assets. The Company's maximum amount of credit risk exposure is limited to the carrying amount of these assets, which at December 31, 2024, was \$2,702.7 (2023 - \$2,407.3).

The Company limits its exposure to credit risk by placing its cash and cash equivalents in high-quality credit institutions. Investments held for self-insured liabilities include corporate bonds and equity securities. The Company believes the risk associated with corporate bonds and equity securities is mitigated by the overall quality and mix of the Company's investment portfolio. Substantially all bonds held by the Company are investment grade, and none are past due. The Company monitors changes in credit risk by tracking published external credit ratings.

The Company mitigates the risk associated with trade and other receivables, unbilled receivables, contract assets, and holdbacks on long-term contracts by providing services to diverse clients in various industries and sectors of the economy. In addition, management reviews trade and other receivables past due on an ongoing basis to identify matters that could potentially delay the collection of funds at an early stage. The Company does not concentrate its credit risk in any particular client, industry, or economic or geographic sector.

The Company monitors trade receivables to an internal target of days of revenue in trade receivables. At December 31, 2024, the days of revenue in trade receivables was 61 days (2023 - 59 days).

The lifetime ECLs relating to financial assets are outlined in the table below:

	Total	1-30	31-60	61-90	91-120	121+
December 31, 2024	\$	\$	\$	\$	\$	\$
Expected loss rate		0.07 %	0.11 %	0.25 %	0.55 %	1.49 %
Gross carrying amount	2,271.8	1,642.6	380.6	118.3	36.1	94.2
Loss allowance provision, end of the year	3.5	1.2	0.4	0.3	0.2	1.4
December 31, 2023						
Expected loss rate		0.09 %	0.08 %	0.23 %	0.75 %	1.41 %
Gross carrying amount	1,844.5	1,329.5	309.0	92.1	31.7	82.2
Loss allowance provision, end of the year	3.5	1.2	0.3	0.2	0.3	1.5

Bonds carried at FVOCI are considered to be low risk; therefore, the impairment provision is determined to be the 12-month ECL.

Price risk

The Company's investments held for self-insured liabilities are exposed to price risk arising from changes in the market values of the equity securities. This risk is mitigated because the portfolio of equity funds is monitored regularly and appropriately diversified. For the Company's investments held for self-insured liabilities, a 5% increase or decrease in equity prices at December 31, 2024, would increase or decrease the Company's net income by \$2.8 (2023 - \$3.0), respectively.

The Company is also exposed to changes in its share price arising from its cash-settled share-based payments as the Company's obligations under these arrangements are based on the price of the Company's shares. The Company mitigates a portion of its exposure to this risk for its PSUs, RSUs, and DSUs by entering into TRSs.

Liquidity risk

The Company meets its liquidity needs through various sources, including cash generated from operations, issuing senior unsecured notes, borrowings from its \$800 revolving credit facility, term loan facilities, bilateral, multicurrency, and overdraft credit facilities, and the issuance of common shares. The unused capacity of the credit facilities at December 31, 2024, was \$563.2 (2023 – \$732.7) and the Company also has access to additional funds of \$600 under its syndicated credit facilities (note 16). The Company believes that it has sufficient resources to meet obligations associated with its financial liabilities.

The timing of undiscounted cash outflows relating to financial liabilities is outlined in the table below:

	Total \$	Less than 1 Year \$	1 to 3 Years \$	After 3 Years \$
December 31, 2024				
Bank indebtedness	17.1	17.1	—	—
Trade and other payables	1,018.7	1,018.7	—	—
Lease liabilities	741.6	140.4	266.6	334.6
Long-term debt	1,390.9	178.6	546.0	666.3
Other financial liabilities	7.7	6.8	0.9	—
Total contractual obligations	3,176	1,361.6	813.5	1,000.9
December 31, 2023				
Bank indebtedness	23.6	23.6	—	—
Trade and other payables (Note 6.c)	842.4	842.4	—	—
Lease liabilities	667.8	119.4	228.3	320.1
Long-term debt (Note 6.c)	1,103.0	126.6	185.9	790.5
Other financial liabilities	5.6	5.3	0.3	—
Total contractual obligations	2,642.4	1,117.3	414.5	1,110.6

Interest rate risk

The Company is subject to interest rate cash flow risk to the extent that its credit and term loan facilities are based on floating interest rates. The Company is also subject to interest rate pricing risk to the extent that its investments held for self-insured liabilities include fixed-rate government and corporate bonds. If the interest rate on the Company's credit and term loan facilities at December 31, 2024, was 1.0% higher or lower, with all other variables held constant, net income would decrease or increase by \$5.3 (2023 - \$4.0), respectively.

Foreign exchange risk

Foreign exchange risk is the risk that the fair value of the future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. Foreign exchange gains or losses in net income arise on the translation of foreign currency-denominated assets and liabilities (such as trade and other receivables, bank indebtedness, trade and other payables, and long-term debt) held in the Company's Canadian operations and foreign subsidiaries. The Company manages its exposure to foreign exchange fluctuations on these items by matching foreign currency assets with foreign currency liabilities and, from time to time, through the use of foreign currency forward contracts.

Foreign exchange fluctuations may also arise on the translation of foreign subsidiaries, where the functional currency is different from the Canadian dollar, and are recorded in other comprehensive income. The Company does not hedge for this foreign exchange risk.

25. Capital Management

The Company's objective when managing capital is to provide sufficient capacity to cover normal operating and capital expenditures, acquisition growth, payment of dividends, and opportunistic share repurchases under its NCIB program, while maintaining an adequate return for shareholders. The Company defines its capital as cash, the aggregate of long-term debt (including the current portion), and shareholders' equity.

	December 31, 2024	December 31, 2023
	\$	\$
		(Note 6.c)
Current portion of long-term debt	175.0	124.0
Non-current portion of long-term debt	1,208.5	974.2
Long-term debt	1,383.5	1,098.2
Bank indebtedness	17.1	23.6
Less: cash and cash equivalents	(228.5)	(352.9)
Net debt	1,172.1	768.9
Shareholders' equity	2,945.1	2,451.1
Total capital managed	4,117.2	3,220.0

The Company manages its capital structure to maintain the flexibility to adjust to changes in economic conditions and acquisition growth and to respond to interest rate, foreign exchange, credit, and other risks. To maintain or adjust its capital structure, the Company may purchase shares for cancellation pursuant to NCIB, issue new shares, or raise or retire debt.

The Company is subject to various covenants related to its revolving credit facility, term loan facilities, and senior unsecured notes, which are measured quarterly. The financial covenants include but are not limited to a leverage ratio and an interest coverage ratio (non-IFRS measures). The leverage ratio is calculated as the aggregate amount of indebtedness to EBITDA (on a pre-IFRS 16 basis) as defined by the syndicate senior credit facilities agreement. The interest coverage ratio is calculated as EBITDA to interest expense (pre-IFRS 16 basis). Failure to meet the terms of one or more of these covenants may constitute a default, potentially resulting in accelerating the repayment of these debt obligations.

The Company was in compliance with the covenants under these agreements as at and throughout the year ended December 31, 2024.

26. Income Taxes

The effective income tax rate for operations in the consolidated statements of income differs from statutory Canadian tax rates as a result of the following:

	For the year ended December 31,	
	2024 %	2023 % (Note 6.c)
Income tax expense at statutory Canadian rates	25.0	25.5
Increase (decrease) resulting from:		
Rate differential on foreign income	(2.5)	(4.2)
Research and development and other tax credits	(0.8)	(1.0)
Non-deductible expenses and non-taxable income	0.7	0.5
Adjustments to prior year tax returns	(0.1)	0.8
Other	—	0.8
	22.3	22.4

Current income tax expense of \$146.2 (2023 - \$141.6) are from ongoing operations and major components of deferred income tax recovery are as follows:

	For the year ended December 31,	
	2024 \$	2023 \$ (Note 6.c)
Origination and reversal of timing differences	(45.2)	(49.7)
Unrecognized tax losses and temporary differences	2.8	0.3
Change of tax rates	—	4.2
Recovery arising from previously unrecognized tax assets	—	(5.2)
Deferred income tax recovery	(42.4)	(50.4)

Significant components of net deferred tax assets (liabilities) are as follows:

	December 31, 2024 \$	December 31, 2023 \$ (Note 6.c)
Deferred tax assets (liabilities)		
Lease liabilities	158.0	152.3
Differences in timing of taxability of revenue and deductibility of expenses	198.7	154.4
Loss and tax credit carryforwards	36.6	33.6
Other	2.9	1.7
Employee defined benefit plan	(16.9)	(14.2)
Carrying value of property and equipment in excess of tax cost	(24.7)	(25.3)
Carrying value of intangible assets in excess of tax cost	(192.8)	(129.5)
Lease assets	(106.1)	(106.8)
	55.7	66.2

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number
of Shares and Per Share Data

December 31, 2024

F-47

Stantec Inc.

The following is a reconciliation of net deferred tax assets (liabilities):

	December 31, 2024	December 31, 2023
	\$	\$
		(Note 6.c)
Balance, beginning of the year	66.2	10.2
Tax recovery during the year recognized in net income	42.4	50.4
Impact of foreign exchange	3.5	(4.4)
Tax effect on equity items	0.6	8.3
Deferred taxes acquired through business combinations	(57.0)	1.7
Balance, end of the year	55.7	66.2

At December 31, 2024, all loss carryforwards and deductible temporary differences available to reduce the taxable income of Canadian, US, and foreign subsidiaries were recognized in the consolidated financial statements, except as noted below.

	December 31, 2024	December 31, 2023
	\$	\$
Non-capital tax losses:		
Expire (2025 to 2044)	7.2	7.2
Never expire	31.2	41.9
	38.4	49.1
Capital tax losses:		
Never expire	7.6	7.7
	46.0	56.8

Deferred tax assets have not been recognized in respect of these temporary differences and losses, as well as foreign tax credits of \$4.2 (2023 - \$3.9), because they are restricted to certain jurisdictions and cannot be used elsewhere in the Company at this time.

In 2024, Canada enacted the Pillar Two global minimum tax model rules (the "Pillar Two" rules) of the OECD's Inclusive Framework on Base Erosion and Profit Shifting ("BEPS"), effective for reporting periods commencing on or after January 1, 2024. These rules require a top-up tax to be paid in jurisdictions where the effective tax rate of the Company is less than 15%. The Company has completed its assessment of the Pillar Two rules and determined that most entities within the Company have an effective tax rate that exceeds 15% or meet the transitional safe harbor rules, such that no top-up tax would apply. During 2024, the current tax expense arising from the Pillar Two rules was \$2.5. The Company will continue to monitor new developments from the legislative impacts, as well as any tax legislative changes in jurisdictions where the Company operates.

27. Net Interest Expense and Other Net Finance Expense

	Note	For the year ended December 31,	
		2024	2023
		\$	\$
Interest on credit facilities	16	53.9	58.6
Interest on lease liabilities	11	29.5	24.6
Interest on senior unsecured notes	16	20.1	13.3
Interest on other long-term debt		14.3	6.2
Total interest expense		117.8	102.7
Total interest income		(14.2)	(11.7)
Net interest expense		103.6	91.0
Other net finance expense		0.8	2.0
Net interest expense and other net finance expense		104.4	93.0

28. Revenue

Disaggregation of revenue

The Company provides professional consulting services in engineering, architecture, interior design, landscape architecture, surveying, environmental sciences, project management, and project economics throughout North America and globally. The Company has five specialized business operating units: Buildings, Energy & Resources, Environmental Services, Infrastructure, and Water. Revenue is derived principally under fee-for-service agreements with clients. Disaggregation of revenue by geographic area and service is included in note 33. Acquisitions increased deferred revenue by \$35.0 (2023 - \$7.5) and did not impact contract assets (note 7).

Revenue recognized in 2024 and included in deferred revenue at January 1, 2024, was \$350.5 (2023 – \$288.0). Revenue recognized in 2024 from performance obligations satisfied (or partially satisfied) in prior years was less than 1% (2023 – <1%) of the Company's gross revenue.

Remaining performance obligations (backlog)

The aggregate amount of estimated revenue related to performance obligations that are unsatisfied (or partially unsatisfied) as at December 31, 2024, was \$7,823.9 (2023 – \$6,305.9). This amount includes all contracts with customers but excludes variable consideration that is not highly probable. The Company expects to recognize approximately 72% (2023 – 73%) of this revenue as contracts are completed over the next 18 months with the remainder recognized thereafter.

29. Employee Costs

	Note	For the year ended December 31,	
		2024	2023
		\$	\$
Wages, salaries, and benefits		4,238.9	3,654.5
Contingent employment payments	6.c	6.6	19.5
Pension costs		126.7	108.0
Net share-based compensation	22	43.0	60.1
Total employee costs		4,415.2	3,842.1
Direct labor		2,670.9	2,321.5
Indirect labor		1,744.3	1,520.6
Total employee costs		4,415.2	3,842.1

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-49

Stantec Inc.

Direct labor costs include salaries, wages, and related fringe benefits (including pension costs) for labor hours directly associated with the completion of projects. Bonuses, share-based compensation, termination payments, and salaries, wages, and related fringe benefits (including pension costs) for labor hours not directly associated with the completion of projects are included in indirect labor costs. Indirect labor costs are included in administrative and marketing expenses in the consolidated statements of income.

30. Other Income

	Note	For the year ended December 31,	
		2024	2023
		\$	\$
Realized gain on investments		(4.6)	(0.6)
Gain on sale of intangible asset		(7.0)	—
Unrealized gain on equity securities	14	(6.1)	(10.5)
Other		4.1	5.9
Total other income		(13.6)	(5.2)

31. Cash Flow Information

A reconciliation of liabilities arising from financing activities for the year ended December 31, 2024, is as follows:

	Senior Unsecured Notes \$	Revolving Credit and Term Loan Facilities \$	Notes Payable \$ (Note 6.c)	Other Financing Obligations \$	Lease Liabilities \$	Total \$
December 31, 2022	298.6	840.2	6.9	34.6	621.4	1,801.7
Statement of cash flows						
Net proceeds (repayments)	250.0	(355.2)	(3.1)	(24.6)	(125.0)	(257.9)
Transaction costs	(1.2)	—	—	—	—	(1.2)
Non-cash changes						
Foreign exchange	—	1.7	0.4	(0.2)	(6.0)	(4.1)
Additions and modifications	—	—	—	0.6	72.1	72.7
Acquisitions	—	—	50.6	—	13.6	64.2
Other	0.2	1.0	(2.8)	0.5	3.0	1.9
December 31, 2023	547.6	487.7	52.0	10.9	579.1	1,677.3
Statement of cash flows						
Net proceeds (repayments)	—	175.0	(38.6)	(62.5)	(124.1)	(50.2)
Non-cash changes						
Foreign exchange	—	1.5	5.0	2.6	24.3	33.4
Additions and modifications	—	(4.0)	—	67.1	100.1	163.2
Acquisitions	—	—	98.6	36.6	57.3	192.5
Other	0.5	1.4	(0.2)	2.3	5.5	9.5
December 31, 2024	548.1	661.6	116.8	57.0	642.2	2,025.7

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-50

Stantec Inc.

	December 31, 2024 \$	December 31, 2023 \$
Supplemental disclosure		
Income taxes paid, net of recoveries	112.7	143.6
Interest paid, net of receipts	96.6	83.5

Amounts for leases recognized in the consolidated statements of cash flows

	For the year ended December 31,	
	2024 \$	2023 \$
Cash payments for the interest portion of lease liabilities	29.5	24.6
Cash payments for leases not included in the measurement of lease liabilities	52.5	47.5
Cash used in operating activities	82.0	72.1
Net cash used in financing activities	124.1	125.0
Total cash used for leases	206.1	197.1

32. Related-Party Disclosures

At December 31, 2024, the Company had subsidiaries and structured entities that it controlled and included in its consolidated financial statements. The Company also enters into related-party transactions through a number of joint ventures, associates, and joint operations. These transactions involve providing or receiving services entered into in the normal course of business.

The following lists the most significant entities where the Company owns 100% of the voting and restricted securities.

Name	Jurisdiction of Incorporation
Cardno Consulting, LLC	Delaware, United States
International Insurance Group Inc.	Barbados
Mustang Acquisition Holdings Inc.	Delaware, United States
Stantec Australia Holdings No.1 Pty Ltd	Australia
Stantec Australia Pty Ltd	Australia
Stantec Consulting Caribbean Ltd.	Barbados
Stantec Consulting International LLC	Arizona, United States
Stantec Consulting International Ltd.	Canada
Stantec Consulting Ltd./Stantec Experts-conseils ltée	Canada
Stantec Consulting Michigan Inc.	Michigan, United States
Stantec Consulting Services Inc.	New York, United States
Stantec Delaware V LLC	Delaware, United States
Stantec Delaware VI LLC	Delaware, United States
Stantec Global Capital Limited	United Kingdom
Stantec Holdings GP ULC	Canada
Stantec Holdings LP	Canada
Stantec Holdings ULC	Canada
Stantec International Consulting, Inc.	Delaware, United States
Stantec New Zealand	New Zealand
Stantec Technology International Inc.	Delaware, United States
Stantec US Insurance Group, Inc.	Arizona, United States
Stantec UK Limited	United Kingdom

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-51

Stantec Inc.

There are no significant restrictions on the Company's ability to access or use assets or to settle liabilities of its subsidiaries. Financial statements of all subsidiaries are prepared as at the same reporting date as the Company's.

Structured entities

At December 31, 2024, the Company had management agreements in place with several entities to provide various services, including architecture, engineering, planning, and project management. These entities have been designed so that voting rights are not the dominant factor in deciding who controls the entity. Each entity has a management agreement in place that provides the Company with control over the relevant activities of the entity where it has been assessed that the Company is exposed to variable returns of the entity and can use its power to influence the variable returns. The Company receives a management fee generally equal to the net income of the entities and has an obligation regarding the liabilities and losses of the entities. Based on these facts and circumstances, management determined that the Company controls these entities and they are consolidated in the Company's consolidated financial statements.

The following lists the most significant structured entities that are consolidated in the Company's financial statements.

Name	Jurisdiction of Incorporation
Stantec Architecture Inc.	North Carolina, United States
Stantec Architecture Ltd.	Canada
Stantec Geomatics Ltd.	Canada
Stantec International Inc.	Pennsylvania, United States

Joint operations

The Company also conducted its business through the following significant joint operations.

Name	Ownership Interests	Jurisdiction
Starr II, a Joint Venture	37.5%	United States
WSM Pacific SIOP, a Joint Venture	32%	United States
Better Together, a Joint Venture	10%	Australia

Joint ventures

The Company enters into transactions through its investments in joint ventures. The following table provides the total dollar amount for transactions that have been entered into with related parties.

	For the year ended December 31, 2024			For the year ended December 31, 2023		
	Sales to Related Parties	Distributions Paid	Amounts Owed by Related Parties	Sales to Related Parties	Distributions Paid	Amounts Owed by Related Parties
	\$	\$	\$	\$	\$	\$
Joint ventures	143.0	0.9	24.5	96.3	0.8	16.7

Compensation of key management personnel and directors of the Company

	For the year ended December 31,	
	2024	2023
	\$	\$
Salaries and other short-term employment benefits	18.0	15.5
Directors' fees	1.2	0.7
Share-based compensation	20.1	36.8
Total compensation	39.3	53.0

The Company's key management personnel for 2024 and 2023 include its Chief Executive Officer (CEO), Chief Operating Officers, Chief Financial Officer, Chief Practice and Project Officer, Chief Growth & Innovation Officer, and

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-52

Stantec Inc.

Executive Vice Presidents. The amounts disclosed in the table are the amounts recognized as an expense related to key management personnel and directors during the year. Share-based compensation includes the fair value adjustment for the year.

33. Segmented Information

The Company provides comprehensive professional services worldwide. It considers the basis on which it is organized, including geographic areas, to identify its reportable segments. Operating segments of the Company are defined as components of the Company for which separate financial information is available and are evaluated regularly by the chief operating decision maker when allocating resources and assessing performance. The Company's operating segments are based on its regional geographic areas.

The Company's reportable segments are Canada, United States, and Global. These reportable segments provide professional consulting in engineering, architecture, interior design, landscape architecture, surveying, environmental sciences, project management, and project economics services in the area of infrastructure and facilities.

Segment performance is evaluated by the chief operating decision maker based on project margin and is measured consistently with project margin in the consolidated financial statements. Reconciliations of project margin to net income before taxes is included in the consolidated statements of income.

Reportable segments

	For the year ended December 31, 2024			
	Canada \$	United States \$	Global \$	Consolidated \$
Gross revenue from external customers	1,665.5	4,113.6	1,720.9	7,500.0
Less subconsultants and other direct expenses and net revenue inter-segment allocations	238.5	1,072.9	322.0	1,633.4
Total net revenue	1,427.0	3,040.7	1,398.9	5,866.6
Direct payroll costs	670.3	1,354.6	646.0	2,670.9
Project margin	756.7	1,686.1	752.9	3,195.7

	For the year ended December 31, 2023			
	Canada \$	United States \$	Global \$	Consolidated \$
Gross revenue from external customers	1,426.5	3,634.5	1,418.6	6,479.6
Less subconsultants and other direct expenses and net revenue inter-segment allocations	180.2	950.4	282.8	1,413.4
Total net revenue	1,246.3	2,684.1	1,135.8	5,066.2
Direct payroll costs	578.9	1,209.0	533.6	2,321.5
Project margin	667.4	1,475.1	602.2	2,744.7

Notes to the Consolidated Financial Statements

In Millions of Canadian Dollars Except Number of Shares and Per Share Data

December 31, 2024

F-53

Stantec Inc.

The following tables disclose disaggregation of non-current assets by geographic area and revenue by geographic area and services:

Geographic information	Non-Current Assets		Gross Revenue	
	December 31, 2024	December 31, 2023	For the year ended December 31,	
	\$	\$ (Note 6.c)	2024 \$	2023 \$
Canada	692.3	541.0	1,665.5	1,426.5
United States	2,020.7	1,848.9	4,113.6	3,634.5
United Kingdom	367.0	163.2	589.3	411.6
Australia	339.3	338.3	415.2	453.3
Other geographies	493.5	158.3	716.4	553.7
	3,912.8	3,049.7	7,500.0	6,479.6

Non-current assets consist of property and equipment, lease assets, goodwill, and intangible assets. Geographic information is attributed to countries based on the location of the assets.

Gross revenue is attributed to countries based on the location of the project.

Gross revenue by services	For the year ended December 31,	
	2024 \$	2023 \$
Infrastructure	2,040.0	1,723.7
Water	1,567.6	1,368.9
Buildings	1,661.7	1,232.6
Environmental Services	1,491.7	1,410.6
Energy & Resources	739.0	743.8
Total gross revenue from external customers	7,500.0	6,479.6

Customers

The Company has a large number of clients in various industries and sectors of the economy. No individual customer exceeds 10% of the Company's gross revenue.

34. Investment Tax Credits

Investment tax credits, arising from qualifying scientific research and experimental development efforts pursuant to existing tax legislation, are recorded as a reduction of administrative and marketing expenses when there is reasonable assurance of their ultimate realization. In 2024, investment tax credits of \$12.6 (2023 – \$14.5) were recorded.

35. Event after the Reporting Period

Dividends

On February 24, 2025, the Company declared a dividend of \$0.225 per share, payable on April 15, 2025, to shareholders of record on March 28, 2025.



Stantec is a global leader in sustainable architecture, engineering, and environmental consulting. The diverse perspectives of our partners and interested parties drive us to think beyond what's previously been done on critical issues like climate change, digital transformation, and future-proofing our cities and infrastructure. We innovate at the intersection of community, creativity, and client relationships to advance communities everywhere, so that together we can redefine what's possible.





RLI25-072 Addendum 5

Stantec Consulting Services, Inc

Supplier Response

Event Information

Number: RLI25-072 Addendum 5
Title: Water and Reuse Treatment Plant Projects - CCNA
Type: Request for Letters of Interest
Issue Date: 8/28/2025
Deadline: 10/15/2025 02:00 PM (ET)
Notes: Pursuant to Section 287.055, Florida Statutes Consultant's Competitive Negotiation Act (CCNA), the City of Pompano Beach (the "City") invites professional companies/firms to submit a Letter of Interest (RLI) to provide engineering services at the Pompano Beach Water Treatment Plant on a continuing as-needed basis.

The selected firm shall demonstrate specific experience and capabilities and must have qualified personnel and expertise in the specified disciplines.

This RLI is subject to the "Cone of Silence," which imposes certain restrictions on communications concerning the RLI process.

The Cone of Silence shall take effect once this solicitation is released to the General Public. Respondents to this solicitation or persons acting on their behalf may not contact, between the release of the solicitation and the end of the 72 hours following the agency posting the notice of intended award, excluding Saturdays, Sundays, and state holidays, any employee or officer of the executive or legislative branch concerning any aspect of this solicitation, except in writing to the

procurement officer or as provided in the solicitation documents. Violation of this provision may be grounds for rejecting a response.” (F.S. 287.057 (25)).

Any firm or lobbyist for a firm is prohibited from having any communications concerning any solicitation for a competitive procurement with any member of the City Commission, City Clerk, City Manager’s Office, any Evaluation Committee Member, or any other City of Pompano Beach employee after Procurement and Contracts releases a solicitation to the General Public. All communications must go through the eBid System (IonWave) or the Purchasing Agent assigned to this solicitation. No other member of the City Commission, City Clerk, City Manager’s Office, any Evaluation Committee Member, or any other City of Pompano Beach employee should be contacted concerning this RLI. Any information that amends any portion of this RLI received by any method other than an Addendum issued to the RLI is not binding on the City of Pompano Beach.

Firms must be registered on the City’s eBid System in order to view the solicitation documents and respond to this Solicitation. The complete solicitation document can be downloaded for free from the eBid System as a PDF at <https://www.pompanobeachfl.ionwave.net>. The City is not responsible for the accuracy or completeness of any documentation the firm receives from any source other than the eBid System. The firm is solely responsible for downloading all required documents. To attend the virtual public meeting, go to <https://www.pompanobeachfl.gov/pages/meetings> to find the Zoom link.

Contact Information

Contact: Jeffrey English
Address: Procurement and Contracts
1010 NE 3 Avenue
Pompano Beach, FL 33060
Phone: (954) 786-4098
Email: jeffrey.english@copbfl.com

Stantec Consulting Services, Inc Information

Address: 800 Fairway Drive, Suite 195
Deerfield Beach, FL 33441
Phone: (954) 481-2812
Web Address: www.stantec.com

By submitting this Response I affirm I have received, read and agree to the all terms and conditions as set forth herein. I hereby recognize and agree that upon execution by an authorized officer of the City of Pompano Beach, this Response, together with all documents prepared by or on behalf of the City of Pompano Beach for this solicitation, and the resulting Contract shall become a binding agreement between the parties for the products and services to be provided in accordance with the terms and conditions set forth herein. I further affirm that all information and documentation contained within this response to be true and correct, and that I have the legal authority to submit this response on behalf of the named Supplier (Offeror).

Grace Morales

Signature

Submitted at 10/15/2025 12:19:12 PM (ET)

grace.morales@stantec.com

Email

Requested Attachments

Letter of Interest

Response_RLI25-072_Stantec.pdf

The electronic version of the Letter of Interest must be uploaded to the Response Attachments tab. Section G of the RLI includes the submittal requirements. Firm shall upload the response as one (1) file to the eBid System. The file size for uploads is limited to 250 MB. If the file size exceeds 10 MB, the response must be split and uploaded as two (2) separate files.

Tier 1/ Tier 2 Local Business Form

T1_T2_Form_Stantec.pdf

To comply with the City's Local Business Program as a Tier-1 or Tier-2 vendor, you must complete the Tier 1/ Tier 2 Local Business form from the attachments tab and upload it here.

Proposer Information Page Form

Proposer Information Page
Form_Stantec.pdf

Proposer Information Page

Qualification of Bidders Form

Qualifications Of Bidders
Form_Stantec.pdf

Qualification of Bidders Form from the attachments tab must be completed and uploaded to this tab.

Local Business Program Forms

Local Business Program
Forms_Stantec.pdf

Local Business Program Forms (A, B, C, and D) from the attachments tab must be completed and uploaded to this tab.

Project Team Form

Project Team Form.pdf

Submit a completed "Project Team" form. This form aims to identify the proposed team's key members, including any specialty subconsultants.

W9 Request for Taxpayer Identification Number and Certification

W9 Stantec Consulting Services
Inc - EN.pdf

Bid Attributes

1 Local Business

Is your company a Local Business located within the City of Pompano Beach City Limits as required by the Local Business Program? (A copy of your current City of Pompano Beach Business Tax Receipt may be requested.)

2 Local Business Participation Percentage

If you have indicated local business participation on the Local Business Participation Form Exhibit A enter the percentage of the contract that will be performed by local Pompano Beach businesses.

3 Drug-Free Workplace

STATEMENT UNDER SECTION 287.087, FLORIDA STATUTES ON DRUG-FREE WORKPLACE
**REQUESTED INFORMATION BELOW IS ON THE ATTRIBUTES TAB FOR THE RFP IN THE EBID SYSTEM.
 PROVIDE THIS INFORMATION ELECTRONICALLY.**

Preference must be given to Contractors submitting certification with their bid or proposal, certifying they have a drug-free workplace in accordance with Section 287.087, Florida Statutes. This requirement affects all public entities of the State and becomes effective January 1, 1991.

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:

- (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 893 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 an 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 this statement, I certify that his company/firm complies with the above requirements.

By choosing YES, I hereby certify that the company/firm complies with all the above requirements

4 Conflict of Interest

For purposes of determining any possible conflict of interest, all bidders must disclose if any City of Pompano Beach employee is also an owner, corporate officer, or employee of their business. Indicate either "Yes" (a City employee is also associated with your business), or "No". (Note: If answer is "Yes", you must file a statement with the Supervisor of Elections, pursuant to Florida Statutes 112.313.) Indicate Yes or No below with the drop down menu.

5 Vendor Certification Regarding Scrutinized Companies Lists (Any Dollar Amount)

Section 215.4725, Florida Statutes, prohibits agencies from contracting (at any dollar amount) with companies on the Scrutinized Companies that Boycott Israel List, or with companies that are engaged in a boycott of Israel. As the person authorized to electronically sign on behalf of Respondent, I hereby certify by selecting the box below that the company responding to this solicitation is not listed on the Scrutinized Companies that Boycott Israel List. I also certify that the company responding to this solicitation is not participating in a boycott of Israel, and is not engaged in business operations in Syria or Cuba. I understand that pursuant to sections 287.135 and 215.4725, Florida Statutes, the submission of a false certification may subject company to civil penalties, attorney's fees, and/or costs.

Certified

6 Terms & Conditions

Check the box indicating you agree to the terms and conditions of this solicitation.

Agree

7 Acknowledgement of Addenda

Check this box to acknowledge that you have reviewed all addenda issued for this solicitation.

Yes

LOCAL BUSINESS EXHIBIT "A"
 CITY OF POMPANO BEACH, FLORIDA
 LOCAL BUSINESS PARTICIPATION FORM

Solicitation Number & Title: RLI 25-072: Water and Reuse Treatment Plant Projects - Prime Contractor's Name: Stantec Consulting Services Inc.
Continuing Contracts (CCNA)

Name of Firm, Address	Contact Person, Telephone Number	Type of Work to be Performed/Material to be Purchased	Contract Amount or %
Keith and Associates, Inc., dba KEITH 301 E. Atlantic Boulevard, Pompano Beach, FL 33060	Alex Lazowick (954) 788-400	Survey & SUE	7
Gamboa Engineers LLC 17433 SW 65 CT, Southwest Ranches, FL, 33331	Mario Gamboa (954) 533-1121	Electrical and I&C	10
Pan Geo Consultants, LLC 8258 State Road 84, Davie, FL 33324	Angelina Catledge (954) 200-4019	Geotechnical Services	5

LOCAL BUSINESS EXHIBIT "A"

LOCAL BUSINESS EXHIBIT "B"
LOCAL BUSINESS
LETTER OF INTENT TO PERFORM AS A LOCAL SUBCONTRACTOR

Solicitation Number RLI 25-072

TO: Stantec Consulting Services Inc.
(Name of Prime or General Bidder)

The undersigned City of Pompano Beach business intends to perform subcontracting work in connection with the above contract as (check below)

an individual a corporation
 a partnership a joint venture

The undersigned is prepared to perform the following work in connection with the above Contract, as hereafter described in detail:

Electrical Engineering

Instrumentation & Controls Engineering

at the following price: 10%

09/29/2025
(Date)

GAMBOA ENGINEERS LLC
(Print Name of Local Business Contractor)

17433 SW 65 CT
(Street Address)

Southwest Ranches, FL, 33331
(City, State Zip Code)

BY: Mario A Gamboa Digitally signed by Mario A Gamboa
Date: 2025.09.29 16:20:00 -0400
(Signature)

IMPORTANT NOTE: Signatures on this form MUST be by an authorized employee of Subcontractor and must be uploaded to the Response Attachment Tab

LOCAL BUSINESS EXHIBIT "B"

LOCAL BUSINESS EXHIBIT "C

LOCAL BUSINESS
UNAVAILABILITY FORM

Not Applicable

BID # RLI 25-072

I, _____
(Name and Title)

of _____, certify that on the _____ day of

_____, _____, I invited the following LOCAL BUSINESSES to bid work items to be performed in the City of Pompano Beach:

Business Name, Address	Work Items Sought	Form of Bid Sought (i.e., Unit Price, Materials/Labor, Labor Only, etc.)

Said Local Businesses:

- ___ Did not bid in response to the invitation
- ___ Submitted a bid which was not the low responsible bid
- ___ Other: _____

Name and Title: _____

Date: _____

Note: Attach additional documents as available.

LOCAL BUSINESS EXHIBIT "D"
GOOD FAITH EFFORT REPORT
LOCAL BUSINESS PARTICIPATION

Not Applicable

BID # RLI 25-072

1. What portions of the contract have you identified as Local Business opportunities?

2. Did you provide adequate information to identified Local Businesses? Please comment on how you provided this information.

3. Did you send written notices to Local Businesses?

Yes No

If yes, please include copy of the notice and the list of individuals who were forwarded copies of the notices.

4. Did you advertise in local publications?

Yes No

If yes, please attach copies of the ads, including name and dates of publication.

5. What type of efforts did you make to assist Local Businesses in contracting with you ?

7. List the Local Businesses you will utilize and subcontract amount.

_____ \$ _____
_____ \$ _____
_____ \$ _____

8. Other comments: _____

COMPLETE THE PROJECT TEAM FORM ON THE ATTACHMENTS TAB IN THE EBID SYSTEM. PROPOSERS ARE TO COMPLETE FORM IN ITS ENTIRITY AND INCLUDE THE FORM IN YOUR PROPOSAL THAT MUST BE UPLOADED TO THE RESPONSE ATTACHMENTS TAB FOR THE RLI IN THE EBID SYSTEM.

PROJECT TEAM

RLI NUMBER _____

Federal I.D.# _____

PRIME

Role	Name of Individual Assigned to Project	Number of Years Experience	Education, Degrees
Principal-In-Charge	_____	_____	_____
Project Manager	_____	_____	_____
Asst. Project Manager	_____	_____	_____
Other Key Member	_____	_____	_____
Other Key Member	_____	_____	_____

SUB-CONSULTANT

Role	Company Name and Address of Office Handling This Project	Name of Individual Assigned to the Project
Surveying	_____	_____
	_____	_____
Landscaping	_____	_____
	_____	_____
Engineering	_____	_____
	_____	_____
Other Key Member	_____	_____
	_____	_____
Other Key Member	_____	_____
	_____	_____
Other Key Member	_____	_____
	_____	_____
Other Key Member	_____	_____
	_____	_____

(use attachments if necessary)

See attachment on following page for Other Key Members of Prime

LOCAL BUSINESS EXHIBIT "D" – Page 2

Not Applicable

Other key team members of Prime

Role	Name of Individual Assigned to Project	Years of Experience	Education
Water Treatment Lead	Lincoln Mueller, PE, CWP	36	MS/BS, Civ. Eng.
Water Senior Engineer	Heath Wintz PE	26	BS, Env. Eng.
Production Wells	Rick Cowles, PG	33	BS, Geology
Field Hydrogeologist	Augustine Alvarez, GIT	7	BS, Geology
Reuse Lead	Tom Nogaj PhD, PE	39	PhD/MS, Env. Eng./BS, Civ. Eng.
Reuse Senior Engineer	David Socha, PE, PMP	30	MBA, BS, Chem. Eng.
Direct-Potable-Reuse	Rob McCandless, PE	37	MS, Env. Eng./BS, Civ. Eng
Permitting Compliance	Eduardo Torres, PE	6	MS, Env. Eng./BS, Chem. Eng.
Pumping Systems	Marlon Medina, PE, CFM	17	BS, Civ. Eng.
Yard Piping and Transmission Mains	Dave Clarke, PE	23	MS/BS, Civ. Eng.
Structural	Benan Zahawi, PE	45	MS/BS, Civ. Eng.
Process Mechanical	Sergio Hoyos, PE	25	MS/BS, Civ. Eng.
Resiliency Adaptation	Diane Quigley, AICP, CFM, WEDG Professional	41	Master of Urban and Regional Planning, BS, Geology
Asset Management	James Hale, GISP	23	BS, Geography
Site Civil	Shehab Bata, PE	19	BS, Civ. Eng.
Regulatory Permitting	Larissa Faria, PE, ENV SP	10	BS, Civ. Eng.
Water Supply Wells	Caroline Smith, GIT	10	MS/BS, Geology
Wastewater Engineer	Jeovanni Ayala Lugo, PE	20	BS, Chem. Eng.
Hydraulic Systems	Michael Georgalas, PE	31	BS, Civ. Eng.
Construction Manager	Colin Devitt, PE	16	MS, Project Mgmt./BS, Civ. Eng.
Construction Inspector	Fernando Vargas	19	NA

COMPLETE THE PROPOSER INFORMATION FORM ON THE ATTACHMENTS TAB IN THE EBID SYSTEM. PROPOSERS ARE TO COMPLETE FORM IN ITS ENTIRITY AND INCLUDE THE FORM IN YOUR PROPOSAL THAT MUST BE UPLOADED TO THE RESPONSE ATTACHMENTS TAB FOR THE RLI IN THE EBID SYSTEM.

PROPOSER INFORMATION PAGE

RLI _____, _____
(number) (RLI name)

To: The City of Pompano Beach, Florida

The below named company hereby agrees to furnish the proposed services under the terms stated subject to all instructions, terms, conditions, specifications, addenda, legal advertisement, and conditions contained in the RLI. I have read the RLI and all attachments, including the specifications, and fully understand what is required. By submitting this proposal, I will accept a contract if approved by the City and such acceptance covers all terms, conditions, and specifications of this proposal.

Proposal submitted by:

Name (printed) _____ Title _____

Company (Legal Registered) _____

Federal Tax Identification Number _____

Address _____

City/State/Zip _____

Telephone No. _____ Fax No. _____

Email Address _____

Bidder Company Name _____

Qualifications Of Bidders

To demonstrate qualifications to perform the work, and to be considered for award, each bidder shall submit at least three (3) business customer references. Provide information for business customers for whom you have performed work of this nature which you list as references, excluding the City of Pompano Beach. (Use an attachment if necessary.)

1. Name and address of customer: _____

Contact person name, telephone number and email address: _____

Description of services provided and date(s) of service: _____

2. Name and address of customer: _____

Contact person name, telephone number and email address: _____

Description of services provided and date(s) of service: _____

3. Name and address of customer: _____

Contact person name, telephone number and email address: _____

Description of services provided and date(s) of service: _____

TIER 1/TIER 2 COMPLIANCE FORM

IN ORDER FOR YOUR FIRM TO COMPLY WITH THE CITY'S LOCAL BUSINESS PROGRAM AS A TIER 1 OR TIER 2 VENDOR, BIDDERS MUST COMPLETE THE INFORMATION BELOW AND UPLOAD THE FORM TO THE RESPONSE ATTACHMENTS TAB IN THE EBID SYSTEM.

TIER 1 LOCAL VENDOR

My firm has maintained a permanent place of business within the city limits and maintains a staffing level, within this local office, of at least 10 % who are residents of the City of Pompano Beach.

And/Or

My firm has maintained a permanent place of business within the city limits and my submittal includes subcontracting commitments to Local Vendors Subcontractors for at least 10 % of the contract value.

Or

My firm does not qualify as a Tier 1 Vendor.

TIER 2 LOCAL VENDOR

My firm has maintained a permanent place of business within Broward County and maintains a staffing level, within this local office, of at least 15% who are residents of the City of Pompano Beach

And/Or

My firm has maintained a permanent place of business within Broward County and my submittal includes subcontracting commitments to Local Vendors Subcontractors for at least 20% of the contract value.

Or

My firm does not qualify as a Tier 2 Vendor.

I certify that the above information is true to the best of my knowledge.

10/1/2025

(Date)

Stantec Consulting Services Inc.

(Name of Firm)

BY: Neil Johnson

(Name)

Request for Taxpayer Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

**Give form to the
requester. Do not
send to the IRS.**

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1	Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) Stantec Consulting Services Inc.
	2	Business name/disregarded entity name, if different from above.
	3a	Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes. <input type="checkbox"/> Individual/sole proprietor <input checked="" type="checkbox"/> C corporation <input type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions) _____
	3b	If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions <input type="checkbox"/> <i>(Applies to accounts maintained outside the United States.)</i>
	4	Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) <u>5</u> Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____
	5	Address (number, street, and apt. or suite no.). See instructions. 13980 Collections Center Drive
	6	City, state, and ZIP code Chicago, IL 60693
	7	List account number(s) here (optional)
		Requester's name and address (optional)

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Social security number									
or									
Employer identification number									
1	1		2	1	6	7	1	7	0

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here Signature of U.S. person

Date 1/7/2025

General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they

EXHIBIT B
SCHEDULE OF HOURLY RATES - RLI NO. 25-072
STANTEC CONSULTING SERVICES, INC.

<u>ITEM NO.</u>	<u>CLASSIFICATIONS</u>	<u>HOURLY RATE</u>
1.	Project Director (Principal)	\$ 295.00
2.	Client Service / Program Manager	\$ 290.00
3.	Senior Engineer (PE) / Senior Project Manager	\$ 255.00
4.	Project Engineer (PE)	\$ 225.00
5.	Staff Engineer (EIT)	\$ 195.00
6.	Senior CADD Technician	\$ 165.00
7.	CADD Technician	\$ 155.00
8.	Senior Landscape Architect (ASLA) / Planner	\$ 245.00
9.	Landscape Architect (ASLA) / Planner	\$ 225.00
10.	Senior Architect (RA)	\$ 245.00
11.	Registered Architect (R.A)	\$ 225.00
12.	Staff Architect	\$ 190.00
13.	Senior Structural Engineer (PE)	\$ 255.00
14.	Structural Engineer (PE)	\$ 225.00
15.	Senior MEP Engineer (PE)	\$ 245.00
16.	Staff MEP Engineer (EIT)	\$ 195.00
17.	Senior Environmental Modelling Professional (PE, PG)	\$ 235.00
18.	Project Modelling Professional (PE, PG)	\$ 215.00
19.	Senior I/C Engineer (PE)	\$ 245.00
20.	I/C Engineer (PE)	\$ 225.00
21.	Senior Environmental Scientist / Hydrogeologist (PE, PG)	\$ 205.00
22.	Environmental Scientist / Biologist / Permitting Specialist	\$ 165.00
23.	Senior Construction Inspector	\$ 160.00
24.	Construction Inspector	\$ 150.00
25.	Construction Manager (PE, GC)	\$ 225.00
26.	Administrative Support	\$ 75.00
27.	Direct Cost – Markup % Sub-Consultants	10.0%*

*Used only if services require sub-consultant services only as a stand-alone task order

City of Pompano Beach

RLI25-072 WATER AND REUSE TREATMENT PLANT PROJECTS - CONTINUING CONTRACTS (CCNA)

Position Classification & Maximum Hourly Labor Rate Schedule

Sub /Firm Name	Pan Geo Consultants
Position / Classification	Maximum Hourly Rate (\$)
<u>FIELD SERVICES</u>	
Truck Mounted Test Borings	\$16.50/linear ft.
Setting Casing	\$6.00/linear ft.
Crew and Equipment Mobilization	\$450.00/mob.
SFWMD Exfiltration Tests (to 6 ft)	\$500.00/test
<u>LABORATORY TESTING</u>	
Sieve Analysis (Washed over #200 sieve)	\$77.00/test
Organic Content (by heating)	\$48.00/test
Moisture Content Determination	\$20.00/test
Visual Engineering Classification	\$55.00/hour
<u>PERSONNEL</u>	
Principal Engineer	\$150.00/hour
Senior Engineer	\$135.00/hour
Project Engineer	\$115.00/hour
*Technician	\$65.00/hour
Drafts Person/Cad Operator	\$75.00/hour
Clerical/Administrative Staff	\$55.00/hour

NOTES:

*An overtime premium of 1.5 times the hourly rate will apply for services provided Monday through Friday that are in excess of 8 hours per day and for services provided before 7:00 AM and after 6:00 PM, as well as for services provided on Saturday, Sunday and PGC recognized Holidays.

City of Pompano Beach

RLI25-072 WATER AND REUSE TREATMENT PLANT PROJECTS - CONTINUING CONTRACTS (CCNA)

Position Classification & Maximum Hourly Labor Rate Schedule

Sub /Firm Name	Gamboa
Position / Classification	Maximum Hourly Rate (\$)
Senior Electrical Engineer (or Senior Technical Expert)	\$250.00
Lead E&IC Engineer (PE)	\$210.00
E&IC Engineer	\$170.00
Senior Lead BIM Designer and Multidiscipline Coordinator	\$170.00
BIM E&IC and Multidiscipline Designer	\$120.00
CAD (2D) Technician	\$110.00
Senior Field E&IC Engineer (during construction)	\$190.00
Field E&IC Inspector (during construction)	\$165.00
Administrative Staff	\$90.00
Document Processing or Clerical	\$70.00

City of Pompano Beach

RLI25-072 WATER AND REUSE TREATMENT PLANT PROJECTS - CONTINUING CONTRACTS (CCNA)

Position Classification & Maximum Hourly Labor Rate Schedule

Sub /Firm Name	KEITH and Associates, Inc.
Position / Classification	Maximum Hourly Rate (\$)
Project Executive	\$350.00
Project Manager	\$250.00
Project Controls Specialist	\$150.00
Administrative Assistant	\$125.00
Principal Engineer	\$280.00
Senior Engineer	\$230.00
Professional Engineer	\$200.00
Engineering Designer	\$165.00
Engineering Technician	\$135.00
Principal Landscape Architect	\$280.00
Senior Landscape Architect	\$230.00
Landscape Architect	\$200.00
Landscape Designer	\$165.00
Landscape Technician	\$135.00
Arborist	\$200.00
Planning Director	\$280.00
Planning Manager	\$230.00
Principal Planner	\$200.00
Planner	\$165.00
Planning Technician	\$135.00
Chief Utility Coordinator	\$230.00

Senior Utility Coordinator	\$200.00
Utility Coordinator	\$165.00
Utility Coordinator Technician	\$135.00
Construction Director	\$280.00
Senior Construction Manager	\$230.00
Construction Manager	\$200.00
Senior Inspector	\$180.00
Inspector	\$160.00
Chief Surveyor	\$280.00
Senior Surveyor /SUE	\$230.00
Project Surveyor / SUE	\$200.00
Survey / SUE Analyst	\$165.00
Survey / SUE Technician	\$135.00
Survey UAS/LiDAR Crew	\$250.00
Survey Crew	\$235.00
Utility Designating Crew	\$225.00
SUE Crew	\$400.00
Vacuum Excavation	\$550/Ea.

Exhibit C – Cover Page

1. Insurance Requirements

2. Approved Insurance

CONSULTANT shall not commence services under the terms of this Agreement until certification or proof of insurance detailing terms and provisions has been received and approved in writing by the CITY's Risk Manager. If you are responding to a bid and have questions regarding the insurance requirements hereunder, please contact the CITY's Purchasing Department at (954) 786-4098. If the contract has already been awarded, please direct any queries and proof of the requisite insurance coverage to CITY staff responsible for oversight of the subject project/contract.

CONSULTANT is responsible to deliver to the CITY for timely review and written approval/disapproval Certificates of Insurance which evidence that all insurance required hereunder is in full force and effect and which name on a primary basis, the CITY as an additional insured on all such coverage.

Throughout the term of this Agreement, CITY, by and through its Risk Manager, reserve the right to review, modify, reject or accept any insurance policies required by this Agreement, including limits, coverages or endorsements. CITY reserves the right, but not the obligation, to review and reject any insurer providing coverage because of poor financial condition or failure to operate legally.

Failure to maintain the required insurance shall be considered an event of default. The requirements herein, as well as CITY's review or acceptance of insurance maintained by CONSULTANT, are not intended to and shall not in any way limit or qualify the liabilities and obligations assumed by CONSULTANT under this Agreement.

Throughout the term of this Agreement, CONSULTANT and all subcontractors or other agents hereunder shall, at their sole expense, maintain in full force and effect the following insurance coverages and limits described herein, including endorsements.

1. Worker's Compensation Insurance covering all employees and providing benefits as required by Florida Statute, Chapter 440. CONSULTANT further agrees to be responsible for the employment, control, and conduct of its employees and for any injury sustained by such employees in the course of their employment. If the firm has **no employees** or (only principals/owners), they may file a statutory exemption or sign the City's Workers' Compensation (WC) waiver if the firm has fewer than four employees.

2. Liability Insurance.

(a) Naming the City of Pompano Beach as an additional insured as CITY's interests may appear, on General Liability Insurance only, relative to claims which arise from CONSULTANT's negligent acts or omissions in connection with CONSULTANT's performance under this Agreement.

(b) Such Liability insurance shall include the following checked types of insurance and indicated minimum policy limits.

Type of Insurance	Limits of Liability
GENERAL LIABILITY: Minimum \$1,000,000 Per Occurrence and \$2,000,000 Per Aggregate	
* Policy to be written on a claims incurred basis	

XX comprehensive form	bodily injury and property damage
XX premises - operations explosion & collapse hazard underground hazard	bodily injury and property damage
XX products/completed operations hazard	bodily injury and property damage combined
XX contractual insurance	bodily injury and property damage combined
XX broad form property damage	bodily injury and property damage combined
XX independent contractors	personal injury
XX personal injury	Minimum \$1,000,000 Per Occurrence and Aggregate
sexual abuse/molestation	
liquor legal liability	Minimum \$1,000,000 Per Occurrence and Aggregate

*The city must be listed as Additional Insured and coverage must be Primary & Non-Contributory.

Coverages must include premises/operations, independent contractors, contractual liability, products/completed operations, and broad form property damage.

AUTOMOBILE LIABILITY: Minimum \$1,000,000 Per Occurrence and Aggregate.

Bodily injury (each person) bodily injury (each accident), Property damage, bodily injury and property damage combined.

XX comprehensive form
XX owned
XX hired
XX non-owned

REAL & PERSONAL PROPERTY

___ comprehensive form Agent must show proof they have this coverage.

EXCESS LIABILITY Per Occurrence Aggregate

___ other than umbrella bodily injury and \$1,000,000 \$1,000,000 property damage combined

PROFESSIONAL LIABILITY	Per Occurrence	Aggregate
XX * Policy to be written on a claims made basis	\$1,000,000	\$2,000,000

*The vendor must maintain coverage with a minimum of \$1,000,000 per claim and \$2,000,000 aggregate for contracts under \$7.5M in construction value. The policy must cover negligent acts, errors, or omissions arising from professional services and the vendor must maintained coverage for the duration of the contract and at least 4 years after project completion.

(c) If Professional Liability insurance is required, CONSULTANT agrees the indemnification and hold harmless provisions set forth in the Agreement shall survive the termination or expiration of the Agreement for a period of four (4) years unless terminated sooner by the applicable statute of limitations.

CYBER LIABILITY	Per	Occurrence
------------------------	-----	------------

Aggregate

___ * Policy to be written on a claims-made basis \$ 1,000,000 \$1,000,000

___ Network Security / Privacy Liability

___ Breach Response / Notification Sublimit (minimum limit of 50% of policy aggregate)

___ Technology Products E&O - \$1,000,000 (only applicable for vendors supplying technology related services and or products)

___ Coverage shall be maintained in effect during the period of the Agreement and for not less than four (4) years after termination/ completion of the Agreement.

3. Employer's Liability. If required by law, CONSULTANT and all subcontractors shall, for the benefit of their employees, provide, carry, maintain and pay for Employer's Liability Insurance in the minimum amount of One Hundred Thousand Dollars (\$100,000.00) per employee, Five Hundred Thousand Dollars (\$500,000) per aggregate.

4. Policies: Whenever, under the provisions of this Agreement, insurance is required of the CONSULTANT, the CONSULTANT shall promptly provide the following:

- (a) Certificates of Insurance evidencing the required coverage;
- (b) Names and addresses of companies providing coverage;
- (c) Effective and expiration dates of policies; and
- (d) A provision in all policies affording CITY thirty (30) days written notice by a carrier of any cancellation or material change in any policy.

5. Insurance Cancellation or Modification. Should any of the required insurance policies be canceled before the expiration date, or modified or substantially modified, the issuing company shall provide thirty (30) days written notice to the CITY.

6. Waiver of Subrogation. CONSULTANT hereby waives any and all right of subrogation against the CITY, its officers, employees and agents for each required policy. When required by the insurer, or should a policy condition not permit an insured to enter into a pre-loss agreement to waive subrogation without an endorsement, then CONSULTANT shall notify the insurer and request the policy be endorsed with a Waiver of Transfer of Rights of Recovery Against Others, or its equivalent. This Waiver of Subrogation requirement shall not apply to any policy which includes a condition to the policy not specifically prohibiting such an endorsement, or voids coverage should CONSULTANT enter into such an agreement on a pre-loss basis.

