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OA update

June 1, 2011

Bowersock Mills Power Facility Breaks Ground

By Mekita Rivas, Communications



Project site of the future Bowersock Mills power facility on the Kansas River in Lawrence

Construction of a new power facility located on the Kansas River in Lawrence, Kansas, is slated to kickoff soon, following the groundbreaking ceremony that took place May 16.

The power facility will be constructed immediately adjacent to an existing levee and a dam built in 1874, which currently generates hydroelectric energy, prevents streambed degradation for the upper reaches of the Kansas River, provides public recreation, and protects the water supply for the City of Lawrence.

"We are effectively constructing a building in the middle of the Kansas River next to a 140-year-old timber crib dam," said **Kellen Petersen**, associate geotechnical engineer with the Olathe Geotechnical team. "If the dam fails, Lawrence has no drinking water, so ensuring the water supply's safety is crucial."

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Olsson Associates' involvement with the project began in the spring of 2008 when the Hill family, owners of Bowersock Mills and Power Company, decided to pursue plans for a possible expansion of its production by constructing an additional powerhouse at the north end of the dam with an estimated capacity of five MW.

Now known as the North Powerhouse Project, Olsson has taken on numerous aspects of bringing the power facility to life.

"Our current role is the lead designer for all portions of the project, including geotechnical, structural, civil, high voltage electrical, low voltage electrical, and mechanical design," said project manager **Jeff Thorn**. "Olsson has also provided environmental permitting and river hydraulic studies."

A core part of the project involved the Federal Energy Regulation Commission (FERC) license and permitting process, which requires a preliminary submittal for the construction permit.

"The construction permit is an exhaustive study of the construction plans, a probable failure mode analysis, and the overall level of comfort of FERC that the plant and its operations are safe and sound," Jeff said.

Aside from obtaining a construction permit, the project has overcome other hurdles involving the intricacy of the power facility's location. Its close proximity to a levee and an existing four-lane bridge, resulted in both design and federal compliance obstacles.

"Designing retaining walls, construction shoring, and dewatering systems and analyzing slope stability of the final configuration for a structure that will be built in the middle of a river is a daunting task," Kellen said.

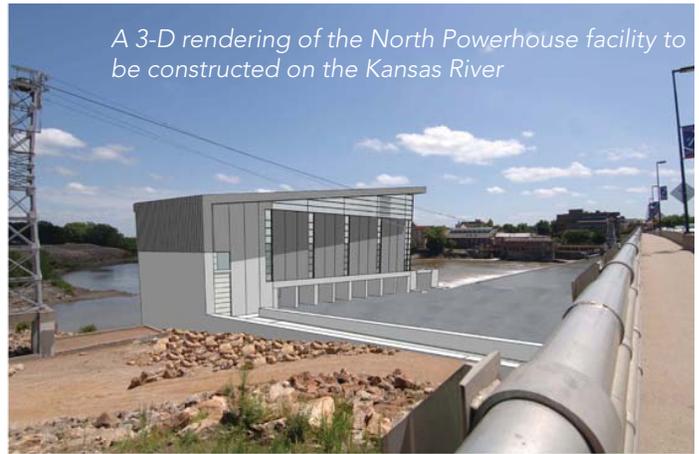
"Add in the fact that we have to dig a hole 50 feet below the normal water elevation in the river, stabilize the end of a 140-year-old timber crib dam, and satisfy a cornucopia of requirements from different federal agencies, and the term 'daunting task' becomes an understatement."

Despite these multilevel challenges, the project has proven to be a fulfilling experience for those involved because of the teamwork it demanded.

Members of the Land Development, Municipal, Geotechnical, Drilling, Environmental, Structural, Water Resources, Mechanical/Electrical, Construction Observation, and Special Inspections teams have contributed to the project's development and implementation.

"Dozens of people have worked on this project and deserve kudos, but the ones I've worked with that I think deserve special recognition are **Jeff Thorn, Jim Gagne, Brett Rignell, and James Landrum**," Kellen said. "All of these people have worked tirelessly to get things done and out the door."

The combined efforts of these



A 3-D rendering of the North Powerhouse facility to be constructed on the Kansas River

individuals have kept the project on a positive, forward-moving path.

"The most rewarding part of this project has been when the team – client, designer, and contractor – has been working in lockstep," Jeff said. "When this happens, the best work has been created."

One of the team's biggest successes was the speedy FERC licensure of the project, which provided both momentum and a morale boost.

"The FERC license was the fastest licensure of this type on record," Jeff said. "Both the client and the design team are especially proud of that."

With a projected completion date of December 2012, constructing the facility is certain to present more roadblocks, but the team is ready to take them on.

"We will have future challenges during construction to be sure," Kellen said. "Given the complexity of the project and the variable nature of soils and bedrock, solving every one of those challenges will be a triumph of its own."

Upon its completion, the power facility will stand next to a dam that has existed for more than a century, further illustrating the perseverance of green energy and resource conservation.

"It's a rewarding feeling that we are going to provide power to the grid that doesn't require flooding hundreds of acres or burning fossil fuels," Kellen said. "This project will ultimately help the environment and continue to provide cheap renewable power."



Breaking ground

Reminders About Health Care Reform

By Lisa Sedivy, Communications

Last month I visited my doctor for a regular check-up, and I paid my \$30 co-pay before leaving his office. Several days later, I received an Explanation of Benefits (EOB) from Blue Cross Blue Shield that listed my visit as preventive care and said the entire visit was covered.

I forgot that I wasn't supposed to pay a co-pay for preventive care since this type of visit is covered under last year's Health Care Reform Bill. I will get my \$30 back, but I had to call my doctor's office to check into it. They had a \$30 credit to my account, which I could leave for future services or have refunded.

So, as a reminder, here are the types of visits that are considered preventive care:

- Periodic physical examinations
- Routine office visits
- Routine radiology (X-ray)
- Routine laboratory (pathology) testing
- Routine cardiac stress tests
- Routine pap smears and mammograms
- Well child visits

If you see a doctor for any of these services, you no longer need to pay a deductible, co-pay, or coinsurance as you may have paid in previous years. The service must be coded as preventive—you can check with your doctor to learn if your visit is considered preventive care. If they ask you to pay a co-pay before or after your visit, be sure to ask how they're coding your visit.

Beyond Preventive Care

Quite a few of the health care reform requirements were already part of our plan, so you likely haven't seen too many changes to your coverage. To review, here are the items that did change:

- Coverage of dependents up to age 26: This allows children up to age 26 to receive dependent coverage under a parent's policy. The adult child does not have to live at home or be a student and can be married.
- Annual limits and lifetime maximum removed: Insurance policies will no longer be allowed to impose a cap on policy benefits at a certain overall amount. The annual limits provision prohibits insurance policies from imposing dollar-amount-based annual limits on essential benefit plan services.
- Pre-existing condition limitations for children under age 19: The new law prohibits pre-existing condition exclusions for children under the age of 19.
- Flexible spending accounts (FSAs): Spending on over-the-counter products will no longer be permitted for FSAs, unless you get a prescription from your doctor. Insulin is the exception, which will not require a prescription. To learn which items are reimbursable

What does 100 percent preventive coverage mean?

The law prohibits cost sharing (deductibles, co-pays, coinsurance, etc.) for certain recommended preventive services, as defined by Health and Human Services, provided by an in-network provider.

Olsson's plan will not limit preventive services based on age, gender, or frequency. However, services will need to be from an in-network provider to be free.

and which aren't, please visit <https://www.fsafeds.com/fsafeds/eligibleexpenses.asp>

- Provide coverage for clinical trials: This coverage extends to approved clinical trials only.
- Appeals: Members may appeal certain coverage or payment decisions and have them reviewed by an independent review organization not affiliated with Blue Cross Blue Shield of Nebraska.

If you have questions about your benefits, please contact Kristin Kavanagh, Omaha Human Resources.





Bulletin Board

Announcements

Accounting Changes

All contract review and contract questions can be emailed to **Meredith Willnerd** or call 402.429.2226. Reminder: all contracts that are not on the OA Standard Letter Agreement should be reviewed. If you make any changes to the OA Standard Letter Agreement, it also should be reviewed.

If you have project-related insurance questions, contact your billing coordinator. Requests for certificates of insurance should still go through your team coordinator. For other insurance items related to company-owned vehicles or equipment, contact Mike Hodge.

CPR Central Power - Patent Pending



Olsson Associates has filed for U.S. patent protection for a new Fiber-to-the-Home (FTTH) central power solution that we are calling "CPR Central Power." This system allows the entire FTTH system to be

powered from a central location, and eliminates the need for batteries and the long-term maintenance hassles that battery replacement poses to telecom companies.

Since the system provides power from a central location, it allows for long-term power backup with UPS and diesel/natural gas generation—significantly exceeding the four to eight hours of backup that batteries typically provide. Now that we have a "patent pending" designation, we will begin aggressively marketing this solution in combination with our FTTH design and construction services.

Contact **Steve Ingracia** or **Todd Havlat** with any questions.

May Conferences

- **Enid Cederlind** (Grand Island Administration) attended the Community Development Block Grant (CDBG) 2011 Training and Recertification in Lincoln, NE.
- **Elysha Hartman** (Holdrege Geology/Hydrogeology) attended the Nebraska Department of Environmental Quality's Environmental Update in Lincoln, NE.

- **Tom Fulton** (KC Southland Traffic) attended the Missouri Department of Transportation's 62nd Traffic and Safety Conference in Columbia, MO.
- **Jered Morris** (Land Development Practice Group Leader) and **Jeff Lake** (Omaha Land Development) attended the 2011 International Council of Shopping Centers: The Global Retail Real Estate Convention in Las Vegas, NV.
- **Tony Egelhoff** (Omaha Transportation) and **Paul Woodward** (Omaha Water Resources) attended the Nebraska Society of Professional Engineers (NeSPE) State Annual Meeting in Columbus, NE.
- **Kelly Turner** and **Reid Catt** (Springfield Transportation) attended the 8th Annual Ozarks Chapter Institute of Transportation Engineers Technical Seminar in Ozark, MO.

Community Builders

Lincoln Hosts Top Chef Competition



Pictured: Mary Miller, Karen O'Connor, Shujing (a grad student from China in UNL's Biosystems Engineering Department), and Tom Trumble

The Lincoln office hosted a Top Chef competition on May 19 to kick off its annual food drive to benefit the Food Bank of Lincoln and Lancaster County. More than \$300 was raised through this event alone. The Food Bank can turn every dollar into \$7 of food, so we essentially donated more than \$2,100 worth of food!

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Congratulations to the following winners for Top Chef 2011:

- **Zeb Swink** for Best Appetizer: Smoked Rib Pieces
- **June Snyder** for Best Dessert: Mini Kahlua Cheesecakes
- **Suzy Thompson** for Best Overall Summer Dish: Hot Mango Chutney Cheese Ball

The food drive competition runs through June 3.

Office Events

Tailgate for Nebraska/Creighton Baseball Game

Lincoln and Omaha employees hosted clients on May 10 at the new TD Ameritrade stadium in downtown Omaha.

Right: Eric Nordhues (Sarpy Special Inspections) with Bob Marzean and Shalis Winder, both project managers with Cargill.



Other Happenings

- The KC Southland office held a Cinco de Mayo potluck event with music and great food.
- The Denver office held a barbecue on May 26.



Safety & Wellness News

Want to have a heart as strong as a 25-year-old's when you're 80? You can, with a lifelong exercise routine. Get moving now!



We all know what happens to our muscles when we don't use them: They lose mass and start to wither. Not pretty. Well, the heart is no different.

Research shows when people are sedentary, their heart muscle mass shrinks with every passing decade. You can avoid that frightening prospect by getting and staying active. Turns out, a lifetime of

working out will not only preserve your heart's muscle mass but build upon it.

According to research presented at the annual scientific meeting of the American College of Cardiology in New Orleans, fit elderly people who exercised six or seven times a week consistently during their adult life had greater cardiac muscle mass than sedentary adults between the ages of 25 and 34. Just think: Your Jazzercise grandmother may have a stronger heart than her couch potato grandson.

Start pumping up your heart with a daily 30-minute walk. In addition to preserving the muscle in your heart, regular exercise can reduce your risk of developing coronary heart disease, the number one killer of men and women in the United States.

Source: The Cleveland Clinic

Wellness Incentives: May

Brandon Bartek
Clint Carney
Don Day
Chad Deisly
Joy Dunlap
Wynn Eakins
Bret Ekberg
Tom Fulton
Kory Golbrandson
Mike Golka

Darin Gourka
Kyle Graham
Ashley Grossenbach
Taylor Hanny
Warren Humphrey
Jaden Hurt
Zach Johnson
Brad Mostek
Jenna Muhlbach
Dane Petersen

JC Pickering
Scott Sharp
Randy Sigurdson
Kristi Speigel
Andrew Steppat
Mike Yost

May Wellness Activity

Our May wellness event was National Bike to Work Week, May 16-20. Participants received 25 wellness points, in addition to the points received for riding to work.

A New Message for Student Recruiting

By Kaylea Dunn, Client Service and Student Recruiting

This past year, OA's college recruitment program was revamped, and we've really increased our student hiring. We knew it was time to update our materials, so we did some research with a student organization to update our message and look.

Updating Our Message

In September, members of the HR, Communications, and Graphics teams met with the University of Nebraska-Lincoln student organization "Engineering Delegates," a group of 40 students from freshmen to seniors in all engineering majors at UNL. We showed the students our old recruitment materials and asked them a series of questions through both individual surveys and in focus groups about what they are looking for in companies and what they want to see on our website, in our publications, and at the career fairs and other campus outreach activities.

After collecting this data and insight, the group working on this project, including **Lisa Sedivy**, Communications team, **James Mullen** from the Graphics team, and I, worked on the updated look. This included revamping our student website and creating a new type of publication—a folder rather than a standard brochure, which allows us to change and update material more frequently and provide more targeted information to students based on their region or year in school.

We met with the Engineering Delegates again in April to present our new materials, which were used at the spring career fair, and asked them for their feedback about all materials, including our updated student website. The response was overwhelmingly positive, and the group provided ideas about what else we could add to our website and recruiting materials to help students better understand what it's like to be an intern at Olsson Associates.

The Intern Experience

The other big change for our college recruiting program is providing more training opportunities for our interns this summer. We held a "20 on Tuesday" session yesterday where Olsson President **Brad Strittmatter** and **Luke Weatherly** (Omaha Land Development) shared their experiences of beginning a career at Olsson and how these experiences helped shaped their current roles. We also are providing a business operations training session on June 8 that will give an overall highlight of the business side of OA. Both of these sessions are short trainings held over the lunch hour and are designed specifically for our students.

A wrap-up feedback event is planned for all interns at the end of the summer, providing them an opportunity to share lessons learned from their summer intern experience. Many of our employees began their careers at OA as students, and we recognize that our students are a big part of our company.

Today, we have 48 students working at Olsson Associates, and 21 members of this group joined Olsson since January. We had quite a few students begin in May, and you can learn more about this group on pages 8-9.



You can see the updated student recruiting site at <http://students.oaconsulting.com>



Above: Examples of the materials handed out at career fairs in folders, specific to a potential intern's region and interest. Below: the OA booth



New Employees: May



Ben Baugh joined the Denver Assessment and Remediation team as an assistant scientist. He joined Olsson after working as a teaching assistant for Western Washington University's (WWU) geology department. Ben has a B.S. in geology from West Virginia University and an M.S. in geology from WWU.



Tilda Evans joined the Grand Junction Compliance and Permitting team as a team coordinator. She recently worked at Fairplay Electric Cars as an administrative assistant. She has a degree in political science from Southern Oregon State College.



Steven Gonzales joined the Grand Junction Stormwater Management team as a part-time assistant scientist.



Bryant Szabo joined the Grand Junction Stormwater Management team as an assistant scientist. He comes to Olsson from Denver Water where he was a utility worker. Bryant studied environmental science at Mesa State College.



Brian Downey rejoined the Holdrege Construction Services team as an assistant construction technician. He recently worked at ATC Communications. Brian is currently studying architecture at Southeast Community College in Milford.



Aaron Lammers joined the Kansas City Southland Land Development team as an associate technician. He recently worked as a civil engineering CAD technician at Davidson Architecture and Engineering. Aaron graduated from Southwest Missouri State University, where he majored in mechanical drafting and design.



Jeremy Stretz joined the Kansas City Southland Traffic team as an assistant engineer.



Patrick Cassity joined the Olathe Special Inspections team as an assistant construction technician. He comes to Olsson from Kaw Valley Engineering, where he worked on the survey crew. Patrick studied civil engineering at Kansas State University.



Jonathan Benz returned to the Springfield Survey team as an assistant survey technician.



Dallas Carlisle joined the Lincoln Construction Services team as a project construction manager. He recently worked for Missouri Ozarks Community Action as a weatherization auditor. Dallas has worked for E & A and Kirkham Michael as a construction manager.



Steven Cyboron joined the Omaha Survey team as an assistant surveyor. He was recently self-employed as a general contractor. Steven has an AAS in civil engineering and construction from Iowa Western Community College and a degree in project management from Bellevue University.



Ryan Meints joined the Lincoln Automation and Technology team as an assistant technician. He comes to Olsson from Geek Squad, where he worked as a computer technician. Ryan is a graduate of Southeast Community College in Milford with a degree in architectural engineering.

New Employees: May



Matt Heath joined the Des Moines Land Development team as an assistant engineer. Matt recently worked at TeKippe Engineering as a graduate engineer. He has a B.S. in civil engineering from the University of Iowa.



Steven Patzel joined the Sarpy Non-Destructive Testing team as an assistant construction technician. He comes to Olsson from Veyance Technologies where he was a rubber worker. Steven is currently studying non-destructive testing at Southeast Community College.

RETURNING STUDENT EMPLOYEES:



David Schoonover returned to the South Sioux City Municipal team as a student technician. He currently attends the University of Alabama, majoring in civil and construction engineering. David plans to graduate in May 2012.



Brandon Gardels returned to the Holdrege Survey team as a student technician. Brandon most recently worked as a crew member for Thomas Bisbee. He currently attends the University of Nebraska–Lincoln, majoring in civil engineering.



Adam Pelican returned to Olsson as a student technician on the Lincoln Water/Wastewater team. He worked in our Grand Island office last summer. Adam attends the University of Nebraska–Lincoln, majoring in civil engineering. He plans to graduate in December.

NEW STUDENT EMPLOYEES:



Christian Gonzales joined the Grand Junction Stormwater team as a student technician.



Dylan Smith joined the Grand Junction Compliance and Permitting team as a student technician. He recently worked at Honey Stakeboards as a shaper and builder. Dylan attends Colorado State University, majoring in civil engineering.



Nick May joined the Grand Island Construction Services team as a student technician. He most recently worked as a frame carpenter for Stump Construction. Nick attends the University of Nebraska–Lincoln and plans to graduate in May 2014 with a degree in engineering/architecture.



Robert Steffens joined the Kansas City Southland Land Development team as a student technician. He most recently worked at Kansas State University (KSU) as an undergraduate research assistant. Robert attends KSU, majoring in civil engineering. He plans to graduate in December 2012.



Nathan Helgeson joined the KC Southland Traffic team as a student technician. He recently performed undergraduate research for the Slope Stability Lab. Nathan is studying civil engineering at the University of Missouri–Columbia.



Alexa Rooney joined the Kansas City Northland Municipal team as a student technician. She previously worked at Empire District as a co-op student technician. Alexa is dual majoring in architecture and civil engineering at Missouri University of Science and Technology.

New Student Employees: May



Max McGraw joined the Kansas City Southland Transportation team as a student technician. He previously worked as a research assistant for the University of Kansas Transportation Research Institute. Max currently attends the University of Kansas, majoring in civil engineering.



Ethan Britt joined the Manhattan Survey team as a student technician. He recently worked at Kaw Valley Engineering in the survey department. Ethan currently attends Kansas State University, majoring in agriculture technology management.



Jeff Slattery joined the Lincoln Mechanical/Electrical team as a student technician. He joined Olsson after working as a salesman at Verizon Wireless. Jeff currently attends the University of Nebraska–Lincoln, majoring in mechanical engineering.



John Diediker joined the Lincoln Traffic team as a student technician. He most recently worked at Sears. John currently attends the University of Nebraska–Lincoln, majoring in civil engineering.



Tregan Albers joined the Lincoln Transportation and Bridge/Structural team as a student technician. He most recently worked as a college algebra math tutor for the University of Nebraska at Omaha (UNO). Tregan graduated from Dana College with a degree in music performance. He currently attends UNO, majoring in civil engineering.



Alexa Metcalf joined the Lincoln Water Resources team as a student technician. She comes to Olsson from the City of Lincoln's Public Works and Utilities Department where she worked as an intern. Alexa has a master's degree in architecture from the University of Nebraska–Lincoln (UNL). She is now working on her B.S. in civil engineering.



Angela Stevenson joined the Lincoln office as an office assistant for the Corporate HR team. She most recently was employed at the Nebraska Department of Health and Human Services as a care giver. Angela currently attends Southeast Community College, majoring in business administration.



Timothy Zach joined the Lincoln Survey team as a student technician. He recently worked as an engineer intern for the U.S. Army Corps of Engineers. Timothy graduated from the Peter Kiewit Institute in May with a B.S. in civil engineering.



Josh Marcum joined the Omaha Transportation team as a student technician. He most recently worked as a carpenter at Smitty's Van and Storage. Josh currently attends the University of Nebraska at Omaha.



Benjamin Jarrett joined the Omaha Water Resources team as a student technician. He most recently worked as a crew manager at Outdoor Innovations. Benjamin currently attends the University of Nebraska–Lincoln, majoring in civil engineering.



Christopher Klosterman joined the Sarpy Special Inspections team as a student technician. He comes to Olsson after being self-employed doing snow removal. Christopher attends the University of Nebraska at Omaha, majoring in architectural engineering.



Andrew Barone joined the Omaha Survey team as a student technician. He recently worked as a teaching assistant for the Civil, Construction, and Environmental Engineering Department at Iowa State University. Andrew currently attends Iowa State University and plans to major in civil engineering.

Results of the Training and Development Survey

By Nancy Gade, Organizational Development

We asked, and 92 of you answered. Here is a quick snapshot of the results of the Training and Development Survey that was open in March.

Topic Area	Survey Priorities (Top 10)	Priority Ranking*
Project Management	- Managing Profitable Projects	4
	- Controlling the Project/ Earned Value Analysis	8
	- Project Budgeting	9 (tie)
Understanding Olsson Associates	- Understanding Team and Company Financials	1
Computer and IT	- Deltek Reports	2
Working with and Leading People	- Managing Conflict/Having Difficult Conversations	3
	- Team Dynamics/Effective Teams	6
	- Business Etiquette	9 (tie)
Other Topics	- Client Panels	5
	- Managing Time and Multiple Priorities	7
	- Business Writing	9 (tie)
	- Presentation Skills	10

* Priority is based on the number of people who said they would be "very likely to attend" this course if offered.

About the Survey Results

We've presented this as a top ten list because we didn't want to overwhelm you with information, but it is not the complete story. For example, we can filter your responses by role and region. We know that, for some of you, your priorities may include Civil 3D or Excel pivot tables.

These questions will help guide us in prioritizing your responses (more courses, not listed on this page, had a high level of interest):

- What are our business priorities and which training and development opportunities align most closely? (This question is one of the reasons we will continue our focus on project management and winning new work.)
- What resources – both money and time – are we (and you) able to commit?
- Where do we have the internal expertise and capacity to draw on for offering internal training?
- Are we offering something in the way of training or development for all of our employees and not just a small group?
- What is easily achievable? Is there employee interest in topics that we can offer quickly or inexpensively?

The philosophy at Olsson Associates has long been that training and development provided at the company level is focused on broad areas applicable to many employees. Technical training unique to a practice or a team is presumed to be provided for at the team level. We are happy to provide support if you need help with implementation (contact Nancy Gade or Meghan O'Connell). And, our safety experts will continue to offer annual safety training. Neither of these areas was addressed in the survey.

Justin Tallmon (Corporate IT-Omaha) and **Erin Berlie** (Corporate IT-KC Southland) clearly anticipated your responses because they have been visiting one office per month since early this year to hold lunch-hour trainings on AutoCAD,

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Current Courses

Project Management:

- PSMJ Project Manager Boot Camp
- Countdown Project Management Simulation (part of Young Professionals Retreats)
- 20 on Tuesday
- Project Reviews

Winning New Work:

- Cultivating New Client Relationships
- RFP Challenge
- *Wired to Clients* Book Discussion Groups
- Speechcraft/Toastmasters

Understanding Olsson Associates:

- ZODIAK: Game of Financial & Business Acumen
- Young Professionals Retreats
- Business of OA Retreats
- Business Operations Orientation

Working with and Leading People:

- Emergenetics

Other:

- Red Vector

Training continued from page 11

Civil 3D, and related topics, and they plan to continue these sessions. They will be in Denver this week, Phoenix in July (now that is commitment), and Springfield in August.

We are working on an overall plan, as well as specifics of some of the courses. Understanding team and company financials is a primary focus right now. We will continue to keep you posted as new courses become available. In the meantime, check out the information about Lynda.com. We are excited to make this new resource available across Olsson Associates.

Lynda.com

We are starting a two-week trial of Lynda.com today. You may have already received your welcome email, which includes instructions on creating your complimentary account. Lynda.com has an online training library of more than a thousand software and design topics, ranging from Microsoft Office applications (including Excel pivot tables) to the Adobe Creative Suite and AutoCAD (sorry – no Civil 3D).



During the two-week trial, all Olsson employees (including students) will have access to every course on Lynda.com. At the end of the trial period, we will make a decision regarding our subscription. We anticipate that we will be signing up for five or 10 licenses that can be shared by all employees; it will be like checking a book out of the library. We will have

an account administrator who will make your account active for a set period of time, perhaps a day or two.

Until then, please spend time trying out some courses; you can have all the access you want for two weeks! One of the features we like is that every course is broken down into discrete segments, so you can pick and choose the aspect you are most interested in, so don't let the length of some of the courses scare you.



Upcoming Trainings

Red Vector Online Training

Red Vector provides online learning courses for the design and construction industries. Red Vector has more than 1,000 courses in its course catalog, and any one of those courses is available to you. See the Training and Development site for more details.

Lynda.com

Free online trial for all employees
June 1 - 15
See article above for details.

AutoCAD Roundtables

Denver - Water Resources team half-day training and lunch - May 31, June 1
Phoenix - July
Springfield - August
Presenters: Justin Tallmon and Erin Berlie

OA 101 - Business Fundamentals

Webinar (for OA interns)
June 8: Noon - 1 p.m.
Presenters: Cindy Stara, Greg Hudson, Kaylea Dunn, Kelli Kramer, Nancy Gade

Twenty on Tuesday: TBA

June 28: Noon (Central)
Presenters: TBA

If you missed a past Twenty on Tuesday session, these webinars have been posted to the Training and Development website. Recent sessions included the following:

- May: Top Five Things to Take Away from Your Summer Internship
- April: Collections and the AR Process
- March: Negotiating Contracts
- February: Quality Assurance and Control

Running for a Cause

By Mekita Rivas, Communications

May 1 was a big day for Lincoln Water/Wastewater team member **Joel Jirak** who tackled his first long-distance run – the Lincoln Half Marathon.

“I have always been amazed by people who could run these seemingly impossible distances,” Joel said.

“Running a marathon has always been something I’ve wanted to do, but, since I’ve never been a strong runner, I just believed it was an impossible goal.”

Joel’s perspective changed when a devastating loss reminded him of life’s fragility. His wife’s cousin, Abbie, gave birth to a boy on May 17, 2010. She and her husband Brent named him Kale.

“When Kale was three months old, it was discovered that half of his heart did not develop properly,” Joel said.

After spending most of his short life in the hospital, Kale passed away on January 20, 2011. At his funeral, family members began thinking of ways to honor Kale and his fight to stay alive.

“A quiet rumor started among the family that some people were going to run the Lincoln Half Marathon in Kale’s memory,” Joel said. “I knew immediately that I wanted to be a part of this group.”

Aside from wanting to support Abbie and Brent by running in Kale’s memory, Joel also wanted to commemorate the family’s courage and resilience during such a challenging time.

“If this family could go through so many months enduring this emotional rollercoaster and come out even stronger in the end, then surely I could find the strength to accomplish this ‘impossible’ goal of running a half-marathon,” he said.

Joel began running in February, and, with little long-distance experience, he turned to technology to customize his training routine.

“My training schedule was the result of Googling training programs on the Internet and finding one that looked possible for me,” he said. Initially, Joel’s routine consisted of a short run, a few medium-length runs, and one long run.



Joel Jirak ran his first half-marathon last month, a tribute to a family member who had passed away.

“At the beginning, my long run was only three miles,” he said. “But it seemed so far at the time.”

By reminding himself of the reasons why he was running and getting advice from people who had marathon experience, Joel made large strides in his training progression. Each week he amped up the distance of his long run to continually challenge his endurance and increase momentum.

“By the end of my training, my long run was up to 10 miles,” he said. “Not bad for someone who couldn’t run down the block a few weeks before.”

On the day of the race, Joel said he was surprised at the number of individuals who woke up early to show their support for the runners.

“I had no idea that so many people would come out on a cool Sunday morning to cheer us on,” he said. “I will be the first to admit that I didn’t have a really fast time, but the people yelling, clapping, and holding out their hands

for a high-five made me feel like I was about to finish in first place.”

Joel said one of the most challenging aspects of the run was hitting the long-distance “wall” that many veteran marathoners had warned him was inevitable. The wall tends to hit runners somewhere between miles 10 and 12, just as the finish line looms in the distance.

“It was definitely a strange feeling—on one hand, I was almost finished. Memorial Stadium and the finish line were only a couple miles up the road from me,” he said. “On the other hand, I wanted to stop and walk so bad because my knees were starting to tighten up. It took everything in me to keep moving.”

After catching up with his sister-in-law who was struggling with the wall herself, the two encouraged each other to get to the finish line. As Joel approached Stadium Drive, the energy from the crowd further fueled his motivation to make it to the marathon’s grand finale at Tom Osborne Field in Memorial Stadium.

“The tunnel opened up, I ran out onto the field, and I realized that I was about to finish something that I once thought was impossible for me to do,” he said. “I will never forget that feeling.”

Joel’s experience has ignited his desire to continually pursue new running ventures in the future. He has already signed up to run the Omaha Half Marathon this September and plans to train this summer to improve his time.

Before his next half-marathon in September, Joel will participate in the People’s City Mission 5K Run for the Homeless on June 11. He has created a fundraising page to help the more than 28,000 people who are given assistance by the People’s City Mission.

If you are interested in donating to Joel’s 5K Run for the Homeless cause, please visit <http://www.firstgiving.com/fundraiser/joeljirak/run4thhomeless> or check out the ad on the OA Classifieds page.



Benefits

Liability Coverage with an “Umbrella” Policy

By SMITH HAYES Financial Services

If you are like most people, you have some liability insurance coverage through your homeowners and automobile policies. But have your coverage limits kept pace with your exposure to risk? Are you making more money, living in a more expensive home, or holding more assets than you were a decade ago? Even if your income and net worth haven't increased significantly over the past 10 years, consider this: between 2001 and 2007, the average jury award for all liability cases increased by almost 62 percent.¹

Although the risk of being hit with a multimillion-dollar judgment in a personal injury case is fairly low, so is the cost of owning adequate protection. An umbrella liability insurance policy may help add an extra layer of insurance coverage to your current risk-management strategy without paying significantly higher premiums.

For a Rainy Day

An umbrella liability insurance policy is designed to supplement your auto and homeowners policies. If your obligations to a plaintiff exceed the limits of these primary policies, the umbrella policy can help pay the difference, up to the policy limits. Umbrella policies typically charge a few hundred dollars a year for \$1 million of coverage. The benefits can be used to help pay jury awards, plaintiff medical expenses, and legal fees—even to defend against a lawsuit that has no merit.

Please remember you can always call Olsson's investment professionals at SMITH HAYES Financial to help with your financial concerns. Contact any of the SMITH HAYES investment professionals if you'd like to discuss this article. You can reach Matt Kleager, Todd Peterson, Max Callen, and Mark Dolton at 402.476.3000 or 800.279.7437.

As a feature of the OA Update, SMITH HAYES Financial Services contributes articles related to a wide array of investment topics. If you have a topic you would like to see covered, please contact Matt Kleager or Mark Dolton at 402.476.3000, or e-mail your ideas directly to mdolton@smithhayes.com. Suggestions are always welcome. SMITH HAYES Financial Services Corporation is a full-service broker dealer. Members FINRA, SIPC.

Are You at Risk?

Not everyone needs \$1 million or more in liability coverage, but this short quiz may help determine whether your situation calls for it.



- Do you have teenagers (especially teens who drive) living at home?
- Do you employ workers in your home?
- Do you have a swimming pool?
- Do you entertain frequently in your home?
- Do you have a substantial net worth and/or annual income?
- Do you serve on

a board of directors of an organization that does not indemnify you against accusations of libel and slander?

If you answered yes to one or more of these questions, it may be time to review your risk-management strategy to help ensure that you wouldn't have to sell your home, cash in your retirement portfolio, or use your future earnings to settle a liability claim because your current insurance coverage turned out to be inadequate.

1) Insurance Information Institute, 2010

SMITH HAYES does not sell liability insurance policies. Please contact an insurance professional.