



CONTRACT REVIEW AGENDA
FOR
FEBRUARY 5, 2026

TABLE OF CONTENTS

ADMINISTRATIVE OFFICE OF COURTS	1
AGRICULTURE & INDUSTRIES	1
ALABAMA LAW ENFORCEMENT AGENCY	2
ASSISTED LIVING ADMINISTRATORS	2
CHOCTAWHATCHEE, PEA, AND YELLOW RIVERS MANAGEMENT	3
COMMISSION ON HIGHER EDUCATION	4
CONSERVATION.....	5
CORRECTIONS	10
EARLY CHILDHOOD EDUCATION	11
EDUCATION.....	11
EDUCATIONAL TELEVISION COMMISSION	13
ENVIRONMENTAL MANAGEMENT	13
FINANCE.....	20
HISTORICAL COMMISSION.....	20
OPTOMETRY BOARD	22
PUBLIC HEALTH.....	22
REVENUE	23
TRANSPORTATION	23

LEGAL SERVICES

ABC BOARD.....	24
ATTORNEY GENERAL’S OFFICE	24
CORRECTIONS	27
EARLY CHILDHOOD EDUCATION	31
HUMAN RESOURCES.....	31
YOUTH SERVICES.....	32

SUMMARY OF NON-LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026

STATE AGENCY	FEDERAL	STATE	LOCAL	NOT PROVIDED	TOTALS	TOTAL CONTRACTS
ADMINISTRATIVE OFFICE OF COURTS		\$30,374.42			\$30,374.42	1
AGRICULTURE & INDUSTRIES	\$231,000.00	\$69,000.00			\$300,000.00	1
ALABAMA LAW ENFORCEMENT AGENCY		\$0.00			\$0.00	1
ASSISTED LIVING ADMINISTRATORS		\$4,000.00			\$4,000.00	1
CHOCTAWHATCHEE PEA & YELLOW RIVERS MGMT	\$80,000.00				\$80,000.00	1
COMMISSION ON HIGHER EDUCATION	\$11,875,000.00				\$11,875,000.00	1
CONSERVATION		\$2,792,475.75	\$0.00		\$2,792,475.75	11
CORRECTIONS		\$100,000.00			\$100,000.00	1
EARLY CHILDHOOD EDUCATION	\$11,070.00	\$29,930.00			\$41,000.00	1
EDUCATION	\$340,000.00	\$2,850,000.00			\$3,190,000.00	3
EDUCATIONAL TELEVISION COMMISSION		\$470,000.00			\$470,000.00	1
ENVIRONMENTAL MANAGEMENT			\$0.00		\$0.00	13
FINANCE		\$300,000.00			\$300,000.00	1
HISTORICAL COMMISSION	\$135,000.00		\$220,000.00		\$355,000.00	2
OPTOMETRY BOARD			\$70,000.00		\$70,000.00	1
PUBLIC HEALTH	\$117,373.48				\$117,373.48	1
REVENUE		\$660,000.00			\$660,000.00	1
TRANSPORTATION	\$1,600,000.00	\$400,000.00			\$2,000,000.00	1
TOTALS:	<u>\$14,389,443.48</u>	<u>\$7,705,780.17</u>	<u>\$290,000.00</u>		<u>\$22,385,223.65</u>	<u>43</u>

NOTE: Intents To Contract are not included in Totals column.

SUMMARY OF LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026

STATE AGENCY	FEDERAL	STATE	LOCAL	NOT PROVIDED	TOTALS	TOTAL CONTRACTS
ABC BOARD		\$95,000.00			\$95,000.00	1
ATTORNEY GENERAL'S OFFICE		\$40,000.00			\$40,000.00	3
CORRECTIONS		\$800,000.00			\$800,000.00	4
EARLY CHILDHOOD EDUCATION		\$50,000.00			\$50,000.00	1
HUMAN RESOURCES	\$85,000.00	\$85,000.00			\$170,000.00	1
YOUTH SERVICES		\$10,000.00			\$10,000.00	1
TOTALS	<u>\$85,000.00</u>	<u>\$1,080,000.00</u>	<u></u>	<u></u>	<u>\$1,165,000.00</u>	<u>11</u>

NOTE: Intents To Contract are not included in Totals column.

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ADMINISTRATIVE OFFICE OF COURTS PURPOSE: Programming	Margaret Givhan ADDRESS: 704 Park Avenue Montgomery AL	Judge Givhan will act as the Coordinator for the AOC Restitution Recovery Initiative for Victims in Alabama (RRIVA) program. She will coordinate RRIVA court dockets throughout the state and serve as a duly appointed judge hearing those dockets as necessary.	As a retired judge, Judge Givhan may be appointed to hear RRIVA dockets throughout the state, alleviating the burden on local courts.	2/5/26 through 12/31/26	\$30,374.42		TYPE: New FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C26006127 ☐ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB ☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST ☐ WOMAN OWN ☐ MINORITY OWN							
Selected via procurement policies of the Alabama Judicial Branch.							
ENTITY MEMBERS/OWNERS: Margaret Givhan							
LOBBYIST:							
AGRICULTURE & INDUSTRIES PURPOSE: Chemical Waste Services	MXI Environmental Services, LLC ADDRESS: 26319 Old Trail Road Abingdon VA	Collection and disposal of agricultural waste chemicals.	Requires extensive knowledge of chemistry and certified HAZMAT personnel to deal with the large volume of chemicals collected at the events.	Governor's Signature through 2 years	\$300,000.00		TYPE: New FUND SOURCE: State: 23% Federal: 77% Other:
CONTRACT # C26001002 ☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB ☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST ☐ WOMAN OWN ☐ MINORITY OWN							
ENTITY MEMBERS/OWNERS: Maumee Express, Inc. and MXI Environmental Services d/b/a MXI							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ALABAMA LAW ENFORCEMENT AGENCY PURPOSE: Psychological Evaluations	Employee Assistance Services ADDRESS: 200 Century Park South, Ste. 166 Birmingham AL	Vendor will provide APOSTC required psychological evaluations for newly hired sworn officers and fitness for duty evaluations for all sworn officers, when applicable.	Ala. Code 36-21-46(4) requires the Secretary of ALEA to receive certification from a licensed physician that every applicant meets medical fitness standards for employment.	2/23/23 through 2/22/27	\$0.00 No cost renewal; contract total remains \$123,750.00		TYPE: Rnwl FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C33810002	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☐ WOMAN OWN ☐ MINORITY OWN
ENTITY MEMBERS/OWNERS: Non-profit organization (not privately owned); no owners to report LOBBYIST:							
ASSISTED LIVING ADMINISTRATORS PURPOSE: Training	Rebecca Dennis ADDRESS: 2622 County Road 67 Billingsley AL	Contractor will teach up to four (4), eight (8) hour dementia classes per year for applicants taking the Category II exams for assisted living administrators and providing CEU for applicants renewing licenses.	Ms. Dennis is a Certified Dementia Practitioner with additional qualifications as an assisted living administrator and a licensed R.N. She has many years of experience in educating assisted living administrators and practitioners.	2/15/26 through 2/14/28	\$4,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C25374006	☐ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☒ WOMAN OWN ☐ MINORITY OWN
Small purchase; RFP not required ENTITY MEMBERS/OWNERS: LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CHOCTAWHATCHEE PEA & YELLOW RIVERS MGMT PURPOSE: Engineering Services	Southern Engineering Solutions, Inc. ADDRESS: 201 East Troy Street Andalusia AL	Vendor will provide engineering and design services to design a boat ramp with kayak access to replace the old boat ramp at the Pea River in the City of Elba, Alabama.	Contract is necessary due to the contract awarded to our agency of federal funds from NOAA to replace the boat ramp in Elba at the Pea River. The state does not have a merit employee with the expertise for engineering and designing the boat ramp.	3/1/26 through 12/1/26	\$80,000.00		TYPE: New FUND SOURCE: State: Federal: 100% Other: ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C26356001	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					

ENTITY MEMBERS/OWNERS: Troy M. Hudson, PE

LOBBYIST:

CONTRACTS SUBMITTED FOR REVIEW ON FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
COMMISSION ON HIGHER EDUCATION PURPOSE: System Development	Competency-Based Education Network, Inc. (C-BEN) ADDRESS: 1417 Hanson Drive Franklin TN	Support ACHE in leading the national design and implementation of a modernized system for developing, validating, and scaling competency-based apprenticeship standards through strategic engagement, data systems, and technical consultation.	Service requires specialized national expertise, and capacity is not available among existing merit staff. Performing it internally would require hiring additional state employees, but the project is time-limited and federally funded. Thus, creating new positions for temporary work would be fiscally irresponsible and operationally impractical.	Governor's Signature through 1/31/27	\$11,875,000.00		TYPE: New FUND SOURCE: State: Federal: 100% Other:
CONTRACT # C63190101	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☐ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☒ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☒ WOMAN OWN ☒ MINORITY OWN
Sole source; RFP not required							
ENTITY MEMBERS/OWNERS: Jennifer Graebe, Diane DeBacker, Brooks Doherty, Jamie Fasteau, Natalie Jones, Kimo Kippen, Ajita Talwalker Menon, Jane Oates, Joe Ross							
LOBBYIST:							

**CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CONSERVATION	Moffatt & Nichol, Inc.	Amendment to modify the billing structure and invoice arrangements for the Construction Planning Component for the Alabama Shoreline Program at Boggy Point.	These highly specialized skills have been successfully provided by Moffatt & Nichol since 2024.	Governor's Signature through 10/9/26	\$0.00 No cost amendment; contract total remains \$420,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% Deepwater Horizon Oil Spill Settlement ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Construction Planning	ADDRESS: 11 N. Water Street, Ste. 20220 Mobile AL						
CONTRACT # C2025004645	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					

ENTITY MEMBERS/OWNERS: Eric Nichol, David Huchel, Olie Abbamonto, Sarah Sabunas, Douglas Plasencia, Richard Rhoads, Jeffrey Sparrow

LOBBYIST:

CONSERVATION	Moffatt & Nichol, Inc.	Amendment to modify the billing structure and invoice arrangements for the Comprehensive Feasibility Study for the restoration of the hydrological exchange necessary for resilient coastal ecosystems.	This is highly specialized work and Moffatt & Nichol has successfully implemented this project since 2025.	Governor's Signature through 4/24/27	\$0.00 No cost amendment; contract total remains \$900,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% Funds approved by the RESTORE Council ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Feasibility Study	ADDRESS: 11 N. Water Street, Ste. 20220 Mobile AL						
CONTRACT # C2025004674	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					

ENTITY MEMBERS/OWNERS: Eric Nichol, David Huchel, Olie Abbamonto, Sarah Sabunas, Douglas Plasencia, Richard Rhoads, Jeffrey Sparrow

LOBBYIST:

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CONSERVATION	HOAR Program Management, LLC	This is an extension for HPM to finalize large scale Program Management services for ongoing projects such as Gulf State Park campgrounds, Cheaha State Park Lodge, Lake Lurleen State Park campground, and ARPA projects.	These highly specialized skills have been implemented and successfully managed by HPM since 2023.	Governor's Signature through 2/14/28	\$442,475.75 (Increase) new contract total: \$4,242,475.75 and extension of time		TYPE: Amd
PURPOSE: Program Management Services	ADDRESS: Two Metroplex Drive Birmingham AL						FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2025004675	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB						☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST
ENTITY MEMBERS/OWNERS: 100% owned by Hoar Holdings, LLC							
LOBBYIST:							
CONSERVATION	LBYD, Inc.	All necessary civil engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related services for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$200,000.00		TYPE: New
PURPOSE: Engineering Services	ADDRESS: 880 Montclair Road, Ste. 600 Birmingham AL						FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2025004687	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB						☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST
ENTITY MEMBERS/OWNERS: Brad Christopher, Jeffery Weiss, Jack MacRae, Karen Miller, Rhonda Oliver, Sean Corrigan, Daniel Mitchell, Stephanie Aicher, Hyder Alabed, Swami Iyer							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CONSERVATION PURPOSE: Engineering Services	Allen Land Surveying, LLC ADDRESS: 201 County Road 1859 Arab AL	Provide surveying engineering services for various projects undertaken by the Department.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$400,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2026004008 ☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB ☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST ☐ WOMAN OWN ☐ MINORITY OWN							
ENTITY MEMBERS/OWNERS: Brandon Allen and April Allen LOBBYIST:							
CONSERVATION PURPOSE: Engineering Services	TTL, Inc. ADDRESS: 3200 Rice Mine Road NE Tuscaloosa AL	All necessary civil engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related services for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$750,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2026004012 ☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB ☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST ☐ WOMAN OWN ☐ MINORITY OWN							
ENTITY MEMBERS/OWNERS: See appendix LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CONSERVATION PURPOSE: Engineering Services	Goodwyn Mills Cawood, LLC ADDRESS: 2660 East Chase Lane, Ste. 200 Montgomery AL	All necessary civil engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related services for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$200,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other: ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C2026004014	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Galen Thackston, Jeffrey Brewer, Freddie Lynn, Jr., Christopher Engel, Tracy Bassett LOBBYIST:							
CONSERVATION PURPOSE: Engineering Services	JMR+H Architecture, PC ADDRESS: 445 Dexter Ave., Ste. 5050 Montgomery AL	All necessary architectural engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related services for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$200,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other: ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C2026004016	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Timothy Holmes, Jeffrey Cahill, Charles Herron LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CONSERVATION	Clark-Davis Consultants, Inc. d/b/a CDC Engineers	All necessary mechanical and electrical engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related services for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$200,000.00		TYPE: New
PURPOSE: Engineering Services	ADDRESS: 4912 Oak Circle Dr. North Mobile AL						FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2026004017	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB						☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST

ENTITY MEMBERS/OWNERS: Joel Bradley Davis, Norman Harrington, Michelle Paulsen

LOBBYIST:

CONSERVATION	Thompson Engineering, Inc.	All necessary structural engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related work for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$200,000.00		TYPE: New
PURPOSE: Engineering Services	ADDRESS: 2970 Cottage Hill Rd., Ste. 190 Mobile AL						FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2026004019	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB						☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST

ENTITY MEMBERS/OWNERS: Kendall Kilpatrick, Scott Hardy, Mike Manning, Katie Parker, Chris Dugger, John Baker, Chad Brown

LOBBYIST:

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CONSERVATION PURPOSE: Engineering Services	Volkert, Inc. ADDRESS: 11 North Water Street, Ste. 18290 Mobile AL	All necessary structural engineering work for various design projects consisting of new construction, renovation, and/or addition of facilities and related work for the Department statewide.	These highly specialized skills are not available within the Department.	Governor's Signature through 2 years	\$200,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other: ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C2026004021	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: See appendix LOBBYIST:							
CORRECTIONS PURPOSE: Psychological Services	Affordable Counseling Therapy d/b/a Employee Assistance Services ADDRESS: 200 Century Park South, Ste. 116 Birmingham AL	Vendor will continue to provide psychological services for employees and applicants of ADOC.	ADOC does not have anyone on staff that can perform these services.	3/1/26 through 2/28/27	\$100,000.00 (Increase) new contract total: \$500,000.00 and extension of time		TYPE: Amd FUND SOURCE: State: 100% Federal: Other: ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C240050001	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Non-profit organization; no members/owners LOBBYIST:							

**CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
EARLY CHILDHOOD EDUCATION	Genesis Acquisition Co. d/b/a Procure Software, LLC ADDRESS: 1125 17th St., Ste. 1800 Denver CO	Support of ChildPlus Software in all Early Head Start Child Care Partnership EHS-CCP classrooms through collaboration between the Alabama Department of Early Childhood Education and Department of Human Resources.	ChildPlus Software is certified to provide Head Start and Early Head Start agencies and delegates with ChildPlus training and consulting services.	3/1/26 through 2/28/27	\$41,000.00		TYPE: New FUND SOURCE: State: 73% Federal: 27% Other:
PURPOSE: Software Services	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☐ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☒ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☐ WOMAN OWN ☐ MINORITY OWN
Sole source; RFP not required							
ENTITY MEMBERS/OWNERS: Roper Technologies, Inc. (publicly traded)							
LOBBYIST:							
EDUCATION	Copperwing Design, LLC ADDRESS: 3158 Parliament Circle Montgomery AL	Contractor will provide outreach services to market all child nutrition programs using a wide range of collaterals. Services provided will increase awareness to include, but not limited to, meal locations, organizational needs, and types of services provided.	Merit employees do not have the capacity to create or market using the media tools required.	2/5/26 through 6/4/26	\$70,000.00 (Increase) new contract total: \$470,000.00.		TYPE: Amd FUND SOURCE: State: Federal: 100% Other:
PURPOSE: Marketing	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☒ WOMAN OWN ☐ MINORITY OWN
ENTITY MEMBERS/OWNERS: Angela Stiff							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
EDUCATION	Be Pro Be Proud, Inc.	Vendor will provide the state with a mobile career exploration experience through a mobile workshop and tour. Vendor will address workforce challenges by introducing content and experiences to help students, parents, and teachers gain a new perspective on careers.	Contract is for the design and fabrication of a second 53' custom trailer and tractor to include administration, operating, and maintenance expenses.	2/5/26 through 12/31/26	\$2,850,000.00 (Increase) new contract total: \$6,660,241.00 and extension of time.		TYPE: Amd FUND SOURCE: State: 100% Federal: Other: ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Career Services	ADDRESS: 1200 West Capitol Ave. Little Rock AR						
CONTRACT # C240606	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Andrew Parker							
LOBBYIST:							
EDUCATION	EMS LINQ, LLC	Enhancements needed to ALSDE CNP LINQ State Modules for NSLP; SFSP; CACFP to include the Accounting and Compliance Modules to meet recently added USDA reporting requirements as well as added functionality that will enhance the external and internal users experience.	EMS LINQ, LLC is the exclusive proprietor and developer of the LINQ State Solution. Access to these modules are limited to EMS LINQ, LLC IT developers.	2/5/26 through 7/31/26	\$270,000.00 (Increase) new contract total: \$2,321,530.00.		TYPE: Amd FUND SOURCE: State: Federal: 100% Other: USDA SAE & Child Nutrition nTIG Grant ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: System Enhancements	ADDRESS: 2801 Via Fortuna, Terrace VII, Ste. 400 Austin TX						
CONTRACT # C250601	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☐ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☒ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Sole source; RFP not required.							
ENTITY MEMBERS/OWNERS: Stephan Davis, Brian Jones, Brian Murphy, Catherine Duke							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
EDUCATIONAL TELEVISION COMMISSION PURPOSE: Architectural Services	Sherlock, Smith & Adams, Inc. ADDRESS: 3047 Carter Hill Road Montgomery AL	Mechanical, structural, architectural design services as required by APT.	No employee on staff for this type of work.	Governor's Signature through 2/10/28	\$470,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other:
CONTRACT # C2630102 ☒ ALABAMA ENTITY ☐ SOLE SOURCE ☐ REG W/ SEC OF STATE ☐ LLC ☐ RFP ☒ DISCLOSURE ☒ RFQ ☒ IMMIGRATION ☐ LEGISLATOR/FAMILY ☐ LOBBYIST ☐ POSTED TO RFP DB ☐ WOMAN OWN ☐ MINORITY OWN							
ENTITY MEMBERS/OWNERS: Matt Atkison, Shavon Charlot, Kevin Childs, Brad Hughes, Jeff Sexton LOBBYIST:							
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	S&ME, Inc. ADDRESS: 360D Quality Circle, Ste. 450 Huntsville AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$800,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059028 ☐ ALABAMA ENTITY ☐ SOLE SOURCE ☒ REG W/ SEC OF STATE ☐ LLC ☒ RFP ☒ DISCLOSURE ☐ RFQ ☒ IMMIGRATION ☐ LEGISLATOR/FAMILY ☐ LOBBYIST ☐ POSTED TO RFP DB ☐ WOMAN OWN ☐ MINORITY OWN							
Procurement authority delegated under Ala. Code 22-35-5 ENTITY MEMBERS/OWNERS: See appendix LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	Environmental Materials Consultants, Inc. ADDRESS: 2027 Chestnut Street Montgomery AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059029	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Trent S. Hill							
LOBBYIST:							
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	PPM Consultants, Inc. ADDRESS: 1600 Lamy Lane Monroe LA	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$800,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059030	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Todd Perry, Shawn Ivey, Keith Pyron, Zane Hood, Sherry Milam, Mike Perry, Michael Ellison, Rick Plummer, Tim Powers, Mike McCown, Roman Dixon, Isaac Smith, Annie McIlwain, Jared Saterfiel, Chris Sampognaro, Trey Hess, Jon Womack, Matt Ebbert							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	LaBella Associates ADDRESS: 528 Mineral Trace Hoover AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059031	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: See appendix							
LOBBYIST:							
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	Sphere 3 Engineering, Inc. ADDRESS: 3433 Sierra Drive Hoover AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059032	☒ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Jon Gregory Hoagland							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ENVIRONMENTAL MANAGEMENT	Thompson Engineering, Inc. ADDRESS: 2970 Cottage Hill Road, Ste. 190 Mobile AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Environmental Services							
CONTRACT # C22059033	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: See appendix							
LOBBYIST:							
ENVIRONMENTAL MANAGEMENT	Pinchin, LLC ADDRESS: 4080 W. Eleven Mile Road Berkley MI	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Environmental Services							
CONTRACT # C22059034	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: KCM Environmental US Acquisition, LLC, KCM Environmental US Holdings, LLC, KCM Environmental Intermediate, LLC, KCM Environmental Topco, LP							
LOBBYIST:							

**CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ENVIRONMENTAL MANAGEMENT	Mid-South Testing, Inc.	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$800,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☒ WOMAN OWN ☒ MINORITY OWN
PURPOSE: Environmental Services	ADDRESS: 2220 Beltline Road SW Decatur AL						
CONTRACT # C22059035	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Britney Green, Ronald Stroup							
LOBBYIST:							
ENVIRONMENTAL MANAGEMENT	Bhate Environmental Associates, Inc.	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$800,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Environmental Services	ADDRESS: 1608 13th Ave. S., Ste. 300 Birmingham AL						
CONTRACT # C22059036	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Sam Bhate and Johnny Roberts							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ENVIRONMENTAL MANAGEMENT	Three Notch Group ADDRESS: 1829 East Three Notch Street Andalusia AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$800,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Environmental Services	CONTRACT # C22059037 ☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB ☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST						
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: See appendix							
LOBBYIST:							
ENVIRONMENTAL MANAGEMENT	Atlas Technical Consultants, LLC ADDRESS: 200 Wellington Manor Court Alabaster AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Environmental Services	CONTRACT # C22059038 ☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB ☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST						
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Atlas Technical Consultants, sole member LLC							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	Goodwyn, Mills, Cawood, LLC ADDRESS: 2660 Eastchase Lane, Ste. 200 Montgomery AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$400,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059039	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☒ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Galen Thackston, Jeffrey Brewer, Freddie Lynn, Jr., Christopher Engel, Tracy Bassett							
LOBBYIST: J. Davis Stewart, Josh Blades, Derek Trotter							
ENVIRONMENTAL MANAGEMENT PURPOSE: Environmental Services	WSP USA Environment & Infrastructure, Inc. ADDRESS: 4000 Meadow Lane Dr., Ste. 121 Birmingham AL	Environmental services for site investigations and cleanup. Includes drilling of monitoring wells, well sampling, and design/implementation of corrective action.	Over 50 sites are inactive ATTF sites where a tank owner cannot or will not perform required site activities to address soil and groundwater contamination. ADEM does not have the manpower nor equipment to complete these cleanups.	2/9/22 through 2/28/27	\$0.00 No cost time extension; contract total remains \$800,000.00		TYPE: Amd FUND SOURCE: State: Federal: Other: 100% AL AUST & UST Tank Trust Fund Fees ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C22059040	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
Procurement authority delegated under Ala. Code 22-35-5							
ENTITY MEMBERS/OWNERS: Joe Sczurko, Debbie Arendsen, Andrew Esposito, Sofia Berger							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
FINANCE	Kroll, LLC	On-site valuations and appraisals of state owned properties covered by the State Insurance Fund for the purpose of determining the actual cash value and the replacement costs for such property.	These are highly specialized services covering unique properties and structures. The Division's staff does not have the specialized skills and expertise to perform these valuations.	3/15/26 through 3/14/28	\$300,000.00 (Increase) new contract total: \$900,000.00 and extension of time		TYPE: Amd FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Appraisal Services	ADDRESS: 167 North Green St., 12th Floor Chicago IL						
CONTRACT # C2201RM46	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☐ WOMAN OWN ☐ MINORITY OWN
ENTITY MEMBERS/OWNERS: Sole member is Duff & Phelps Holdings Corporation							
LOBBYIST:							
HISTORICAL COMMISSION	Colliers Engineering & Design, Inc.	The AHC holds over 100 protective easements on historic properties in the state. This is Phase II of the project. Contractor will continue to evaluate the status of all easements, review internal files for completeness and accuracy, research and maintain accurate property ownership records, update the spreadsheet created in Phase I, conduct site visits, and assess historic properties for easement compliance.	AHC does not have the staff time to dedicate to complete this project and meet federal mandates and requirements of the State Historic Preservation Office.	Governor's Signature through 9/30/27	\$135,000.00		TYPE: New FUND SOURCE: State: Federal: 100% Other:
PURPOSE: Easement Services	ADDRESS: 1 Chase Corporate Dr., Ste. 424 Hoover AL						
CONTRACT # C263201299	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					☐ WOMAN OWN ☐ MINORITY OWN
ENTITY MEMBERS/OWNERS: Elias Mulamoottil, Matthew Hawkins, George Schwab, Kevin Haney, Leonardo Ponzio, Joseph Dopico, Jennie Muscarella, Allison Colatuoni, Craig Zeidman, David Tingley, Brian Curtis, Richard Chelotti, Ronald Lezott							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
HISTORICAL COMMISSION PURPOSE: Engineering Services	Stantec Consulting Services, Inc. ADDRESS: 13980 Collection Center Drive Chicago IL	Architectural and engineering services at Old Cahawba Archaeological Park.	AHC does not have a licensed architect or engineer on staff.	Governor's Signature through 2/28/28	\$220,000.00		TYPE: New FUND SOURCE: State: Federal: Other: 100% Departmental Receipts ☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C263201300	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☐ RFP ☒ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB ☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST						
ENTITY MEMBERS/OWNERS: Martin aPorta, Douglas Ammerman, Shelley Brown, Angeline Chen, Rick Eng, Gord Johnston, Christopher Lopez, Donald Lowry, Marie-Lucie Morin, Celina Doka							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
OPTOMETRY BOARD	Fred Wallace, OD						
	ADDRESS: 1431 2nd Avenue North Bessemer AL	Dr. Wallace will record proceedings of all Board meetings acting as custodian of the Board's official seal, records, funds, and other Board property, handle applications for licensing examination and renewals, maintaining required registries, administer disciplinary procedures, and perform any other duties directed from the Board. This position requires thorough knowledge of acceptable optometry practices and optometry related laws and requirements.	The Board needs someone to maintain its workload on a daily basis. Dr. Wallace has experience and expertise in the area covered by this contract. The Board feels that this position should be filled by an optometrist licensed to practice in Alabama.	3/1/26 through 2/28/27	\$70,000.00 (Increase) new contract total: \$210,000.00 and extension of time.		TYPE: Rnwl FUND SOURCE: State: Federal: Other: 100% License Fees ☐ WOMAN OWN ☐ MINORITY OWN
PURPOSE: Administrative Services							
CONTRACT # CSOPT0001	☒ ALABAMA ENTITY ☐ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☐ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Fred Wallace							
LOBBYIST:							
PUBLIC HEALTH	Previs Solutions, LLC						
	ADDRESS: 320 Thaxton Street Gaithersburg MD	Vendor will design and develop an infant safety phone application for the Southeastern District and Bureau of Family Health Services.	Development of an infant safety phone application aims to prevent hot car deaths and preventable infant sleep related deaths for the Southeastern District and the Bureau of Family Health Services. The ADPH does not have an employee with this skill set.	2/1/26 through 11/30/27	\$117,373.48		TYPE: New FUND SOURCE: State: Federal: 100% Other: ☐ WOMAN OWN ☒ MINORITY OWN
PURPOSE: Phone Application Development							
CONTRACT # C60119069	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Silvio Renzi							
LOBBYIST:							

CONTRACTS SUBMITTED FOR REVIEW ON

FEBRUARY 5, 2026

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
REVENUE	EdgarStat, LLC	Expert economic consulting services for transfer pricing analysis for corporate income tax data, including transactions between related parties and transfer pricing issues associated with controlled transactions.	Economic expertise is needed to ensure the Department has accurate and sufficient evidence and documentation to support corporate income tax price billings and assessments.	3/1/26 through 2/29/28	\$660,000.00		TYPE: New FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Economic Services	ADDRESS: 5425 Wisconsin Ave., Ste. 600 Chevy Chase MD						☐ WOMAN OWN ☒ MINORITY OWN
CONTRACT # C26019001	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☒ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: Ednaldo Silva LOBBYIST:							
TRANSPORTATION	S&ME, Inc.	Geotechnical services for Birmingham Northern Beltline Jefferson County.	The Department needs these professional services in order to meet prescribed project schedules as outlined in the current Transportation Program.	Governor's Signature through 1/8/28	\$2,000,000.00		TYPE: New FUND SOURCE: State: 20% Federal: 80% Other:
PURPOSE: Geotechnical Services	ADDRESS: 360D Quality Circle NW, Ste. 450 Huntsville AL						☐ WOMAN OWN ☐ MINORITY OWN
CONTRACT # C2601200025	☐ ALABAMA ENTITY ☒ REG W/ SEC OF STATE ☒ RFP ☐ RFQ ☐ LEGISLATOR/FAMILY ☒ POSTED TO RFP DB	☐ SOLE SOURCE ☐ LLC ☒ DISCLOSURE ☒ IMMIGRATION ☐ LOBBYIST					
ENTITY MEMBERS/OWNERS: See appendix LOBBYIST:							

LEGAL SERVICES
CONTRACTS

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ABC BOARD PURPOSE: Legal Services CONTRACT # C26002003	Joseph W. Adams ADDRESS: 1278 Andrews Avenue Ozark AL	Assist with workload involving non-litigation services including consultation and assistance with regulatory matters, research, and document preparation.	Mr. Adams has almost 50 years experience with alcohol law; this experience makes him exceptionally qualified for these duties.	3/7/26 through 3/6/28	\$95,000.00 (Increase) new contract total: \$190,000.00 and extension of time	\$140/hr	TYPE: Rnwl FUND SOURCE: State: 100% Federal: Other:
☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☐ APPT BY A/G ☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☐ LITIGATION							
ATTORNEY(S) ASSIGNED WORK: Joseph Adams ENTITY MEMBERS/OWNERS: Joseph W. Adams LOBBYIST:							
ATTORNEY GENERAL'S OFFICE PURPOSE: Expert CONTRACT # C26027008	Beard Forensic Engineering Services, LLC ADDRESS: 24528 Smarty Jones Circle Daphne AL	Contractor will provide assistance as it relates to an ongoing criminal case the Office is prosecuting. Contractor will provide review and assessment of case documents. He will also provide testimony if needed.	Contractor is a specialist as it relates to engineering support for fire investigations, electrical evaluations, and gas pressure testing.	2/28/26 through 2/27/28	\$40,000.00	\$300/hr	TYPE: New FUND SOURCE: State: 100% Federal: Other:
☐ REG W/ SEC OF STATE ☒ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☐ APPT BY A/G ☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☒ LITIGATION							
ATTORNEY(S) ASSIGNED WORK: ENTITY MEMBERS/OWNERS: Jimmy Beard LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ATTORNEY GENERAL'S OFFICE	Joshua P. Hayes, Esq.-Prince, Glover & Hayes, PC ADDRESS: 2311 University Blvd., Ste. A Tuscaloosa AL	Litigate against defendants on behalf of the State regarding Opioid crisis.	This is necessary due to the complexity and costs involved.	2/2/26 through 2/2/28	\$0.00	Contingency Contract	TYPE: Amd FUND SOURCE: State: Federal: Other:
PURPOSE: Legal Services							
CONTRACT # C8027051							
☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G ☒ DISCLOSURE ☒ IMMIGRATION ☒ CONTINGENCY ☒ LITIGATION ☐ MINORITY OWN ☒ WOMAN OWN							
ATTORNEY(S) ASSIGNED WORK: Joshua Hayes ENTITY MEMBERS/OWNERS: Dena Prince, Josh Hayes, Matt Glover LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
ATTORNEY GENERAL'S OFFICE	Rhon E. Jones, Esq.-Beasley, Allen, Crow, Methvin, Portis & Miles, PC ADDRESS: 218 Commerce Street Montgomery AL	Litigate against defendants on behalf of the State regarding Opioid crisis.	This is necessary due to the complexity and costs involved.	2/2/26 through 2/2/28	\$0.00	Contingency Contract	TYPE: Amd FUND SOURCE: State: Federal: Other:
PURPOSE: Legal Services							
CONTRACT # C8027051							
☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G ☒ DISCLOSURE ☒ IMMIGRATION ☒ CONTINGENCY ☒ LITIGATION ☐ MINORITY OWN ☐ WOMAN OWN							
ATTORNEY(S) ASSIGNED WORK: Rhon Jones							
ENTITY MEMBERS/OWNERS: Greg Allen, Tom Methvin, Dee Miles, Cole Portis, Andy Birchfield, Rhon Jones, Gibson Vance, Chris Glover, LaBarron Boone, Ben Baker, Leigh O'Dell, Parker Miller, Kendall Dunson, Jere Beasley, Graham Esdale, Ted Meadows, David Byrne, Frank Woodson, Lance Gould, Roger Smith III, Mike Andrews, Ben Locklar, Larry Golston, Dana Taunton, Mike Crow, Chad Cook, Navan Ward, Clay Barnett							
LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CORRECTIONS	Albert L. Jordan, Esq. of Wallace, Jordan, Ratliff & Brandt, LLC ADDRESS: 800 Shades Creek Pkwy., Ste. 400 Birmingham AL	Vendor will provide representation to ADOC defendant in the lawsuit styled William Rhinesmith v. Jesse Cobb, et al., US District Court, Northern District of Alabama, Case No. 5:25-cv-1823.	Mr. Jordan has experience litigating such matters and has been retained due to a conflict of interest.	12/18/25 through 12/17/27	\$200,000.00	\$195/hr	TYPE: New FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Legal Services							
CONTRACT # C26005003	☐ REG W/ SEC OF STATE ☒ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G	☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☒ LITIGATION					☐ MINORITY OWN ☐ WOMAN OWN
ATTORNEY(S) ASSIGNED WORK:	Brad Chynoweth						
ENTITY MEMBERS/OWNERS:	Dale Wallace, Jr., Birch Bowdre, Glenn Estess, Jr., Albert Jordan, Oscar Price, III, Stephen Shaw, William Ratliff, Kimberly West, Clark Hammond, Robert Loftin, III, Michael Brandt, Cecil Macoy, Jr., William Stewart, Jay Clark, Larry Logsdon, Michael Jackson, Mark Hogewood, Phillip Corley, Jr., Charles Hamilton, April Danielson, Sean Pierce, Thomas McKnight, Jr., Laura Jackman, Gary Lee, Wesley Winborn, Samuel Sessions, Roderick Evans, Ben Robinson, Matthew Hale, Jonathan Griffith						
LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CORRECTIONS	Robbie Hyde, Esq. of Alexander Hyde, LLC	Vendor will provide representation to ADOC defendant in the lawsuit styled Angela Murray v. D'Marcus Sanders, et al., US District Court, Middle District of Alabama, Case No. 2:25-cv-476.	Ms. Hyde has experience litigating such matters and has been retained due to a conflict of interest and the withdrawal of prior counsel in this case.	1/5/26 through 1/4/28	\$200,000.00	\$195/hr	TYPE: New FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Legal Services	ADDRESS: 2138 Moore's Mill Rd., Ste. A Auburn AL						
CONTRACT # C26005005	☐ REG W/ SEC OF STATE ☒ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G	☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☒ LITIGATION					☒ MINORITY OWN ☒ WOMAN OWN
ATTORNEY(S) ASSIGNED WORK: Brad Chynoweth							
ENTITY MEMBERS/OWNERS: Robbie Hyde							
LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CORRECTIONS	Terri O. Tompkins, Esq. of Rosen Harwood, PA	Vendor will provide representation to ADOC defendant in the lawsuit styled William Rhinesmith v. Jesse Cobb, et al., US District Court, Northern District of Alabama, Case No. 5:25-cv-1823.	Ms. Tompkins has experience litigating such matters and has been retained due to a conflict of interest.	12/18/25 through 12/17/27	\$200,000.00	\$195/hr	TYPE: New FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Legal Services	ADDRESS: 2200 Jack Warner Pkwy., Ste. 200 Tuscaloosa AL						
CONTRACT # C26005004	☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G	☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☒ LITIGATION					☒ MINORITY OWN ☒ WOMAN OWN
ATTORNEY(S) ASSIGNED WORK:	Brad Chynoweth						
ENTITY MEMBERS/OWNERS:	Foster Arnold, Matthew Tompkins, Jane Calamusa, Kristofor Sodergren, Blake Madison, Jennifer Crabtree, Lori Baird, Ann Reardon, Emilee Scheeff, Jillian White, James Sledge, Bradford Roane, Jr., Terri Tompkins						
LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
CORRECTIONS	W. Allen Sheehan, Esq. of Capell & Howard, PC	Vendor will provide representation to ADOC defendant in the lawsuit styled William R. Smith v. Jefferson Dunn, et al., US District Court, Middle District of Alabama, Case No. 2:21-cv-468.	This case remains pending and the original contract will expire soon. This contract is needed in order to protect ADOC employees' interests in this matter.	2/15/26 through 2/14/28	\$200,000.00	\$195/hr	TYPE: New FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Legal Services	ADDRESS: 150 South Perry Street Montgomery AL						
CONTRACT # C26005001	☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G	☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☒ LITIGATION					☐ MINORITY OWN ☐ WOMAN OWN
ATTORNEY(S) ASSIGNED WORK:	Brad Chynoweth						
ENTITY MEMBERS/OWNERS:	Jackson Britton, Bowdy Brown, Michael Dalton, Timothy Gallagher, Richard Hill, Jr., Lister Hubbard, David Hughes, Brooke Lawson, Carla Cole Penton, Blake Piel, Robert Rives, Lee Russell, Jr., Patrick Sefton, Allen Sheehan, Christopher Weller, Sr., Stephen Wiggins, Raley Wiggins, Courtney Williams						
LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
EARLY CHILDHOOD EDUCATION PURPOSE: Legal Services CONTRACT # C26079002	Resolutions in Special Education, Inc. ADDRESS: 6420 Tokeneak Trail Mobile AL ☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☐ APPT BY A/G	The need for specialized legal expertise has grown, particularly in the areas of special education and services for children with disabilities or developmental delays. Our programs increasingly serve children with diverse needs, and ensuring full compliance with federal and state requirements is essential.	There is not a merit employee on staff with legal qualifications.	3/1/26 through 2/29/28	\$50,000.00	\$195/hr	TYPE: New FUND SOURCE: State: 100% Federal: Other: ☐ MINORITY OWN ☐ WOMAN OWN
ATTORNEY(S) ASSIGNED WORK: Julie Weatherly ENTITY MEMBERS/OWNERS: Julie Weatherly, Leslie Allen, David Sargent LOBBYIST:							
HUMAN RESOURCES PURPOSE: Legal Services CONTRACT # C250167186	Sand Mountain Law Firm, LLC ADDRESS: 143 W. Main Street Albertville AL ☐ REG W/ SEC OF STATE ☒ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☒ APPT BY A/G	Legal services to County DHR offices in various types of cases, including child welfare, adult protective services, paternity, and child support.	The DHR Legal Office needs legal representation in providing services to County DHR offices. Services cannot be provided by current staff due to the volume of cases in 55 counties. Merit staff are in 22 counties.	Governor's Signature through 2 years	\$170,000.00	\$70/hr	TYPE: New FUND SOURCE: State: 50% Federal: 50% Other: ☒ MINORITY OWN ☐ WOMAN OWN
ATTORNEY(S) ASSIGNED WORK: Enza Giles ENTITY MEMBERS/OWNERS: Enza Giles LOBBYIST:							

**LEGAL CONTRACTS SUBMITTED FOR REVIEW ON
FEBRUARY 5, 2026**

STATE AGENCY	CONTRACTOR INFORMATION	DESCRIPTION	JUSTIFICATION	TERM	COST	RATE	GENERAL INFO
YOUTH SERVICES	Rushton, Stakely, Johnston & Garrett, PA	Will provide consultation and advice to DYS, DYS officials, and the SPAN program and staff in regard to the organization and corporate charter of the SPAN program.	To provide expertise in the area of business law.	Governor's Signature through 8/31/26	\$10,000.00 (Increase) new contract total: \$20,000 and extension of time	\$195/hr	TYPE: Amd FUND SOURCE: State: 100% Federal: Other:
PURPOSE: Legal Services							
ADDRESS: 184 Commerce Street Montgomery AL							
CONTRACT # C240210182	☐ REG W/ SEC OF STATE ☐ LLC ☐ LOBBYIST ☐ LEGISLATOR/FAMILY ☐ RETAINER ☐ APPT BY A/G						
	☒ DISCLOSURE ☒ IMMIGRATION ☐ CONTINGENCY ☐ LITIGATION						
	☐ MINORITY OWN ☐ WOMAN OWN						
ATTORNEY(S) ASSIGNED WORK: Royal Dumas							
ENTITY MEMBERS/OWNERS: Katie Archer, Evans Bailey, Jeffrey Blitz, Peyton Chapman, Stephen Dees, James Dickens, Royal Dumas, William Eskridge, Mac Freeman, Brett Garrett, Alan Hargrove, Amanda Hines, Paul James, Thomas Keene, Daniel Lindsey, Philip Sellers, Grant Sexton, Patrick Shegon, Christopher Simmons, Benjamin Wilson							
LOBBYIST:							

APPENDIX

2025

OFFICERS OF THE COMPANY



Conservation
Contract No. C2026004012

H. Dean McClure, CEO, Chairman of the Board
Jason C. Walker, Executive Vice-President, Chief Technical Officer
Lance Bailey, Executive Vice-President, Chief Financial Officer
Sugandh Rajpal, Executive Vice-President, Chief Growth Officer
John Shackett, Executive Vice-President, Chief Acquisition Officer
Patrick W. Gupton, Executive Vice-President
Marcel Scheeff, Executive Vice-President
Rick Nail, Executive Vice-President
Mike Harper, Jr., Executive Vice-President
Chester J. Drash, Senior Vice-President
Jim Poland, Senior Vice-President
Kenneth M. Bailey, Senior Vice-President
Cindy House-Pearson, Senior Vice-President
Anthony Adamo, Vice-President
Ankush Agrawal, Vice-President
Amit Bakane, Vice-President
John Castleman, Vice-President
Chris Crawford, Vice-President
Steven Faulkner, Vice-President
Chris Fielder, Vice-President

Matthew Gaston, Vice-President
Jennifer Harper, Vice-President
Chad Harris, Vice-President
John J. Harvey, Vice-President
Tomas Hernandez, Vice-President
Jacob Hudson, Vice-President
Randy Laine, Vice-President
Martin Medley, Vice-President
Chris Nungesser, Vice-President
Keith H. Reaves, Vice-President
Sheryle G. Reeves, Vice-President
Grayson Smith, Vice-President
Franklin Summers, Vice-President
H. Frank Upchurch, Vice-President
Jason Webber, Vice-President
Leanna Whitwell, Vice-President
Brian Wysock, Vice-President
Heather Leavell, Secretary

OFFICERS AND DIRECTORS LIST
as of May 01, 2025

Volkert, Inc. – (Max 20 Directors)

* Thomas A. Hand	Director	Chairman of the Board, Chief Executive Officer, Chairman of Executive Committee
* Leon M. Barkan	Director	President, Chief Operating Officer, Vice Chairman of the Board, Vice Chairman of Executive Committee
* Michael I. Sampson	Director	Chief Financial Officer, Member of Executive Committee
* Keith Weakley	Director	Senior Vice President Mid-Atlantic Region, Member of the Executive Committee
* David McFarlin	Director	Senior Vice President Southeast Region, Member of the Executive Committee
* Randall C. Redmond	Director	Senior Vice President Corporate
* Louis Mitchell	Director	Senior Vice President Carolinas Region
* Travis Falls	Director	Senior Vice President Southwest Region
* Mark C. McConnell	Director	Senior Vice President West Gulf Region
* Jason A. Watters	Director	Senior Vice President Midwest Region
* William Adams	Director	Senior Vice President East Gulf Region
* James Screen	Director	Senior Vice President Program Mgmt Region
* Holly W. Gibney	Director	Senior Vice President Administration
* George Talbot	Director	Senior Vice President External Affairs
Andria Schmid		Senior Vice President West Region
** Lacy D. Love		Corporate Vice President
LaToya Moye-Bush		Corporate Vice President, Controller
** Aaron Cagle		Regional Vice President of MS Operations and TN Engineering
** Brian C. Huntsinger		Regional Vice President of Marketing Southwest Region
** Harold "Hank" Eubanks		Regional Vice President of South Alabama Engineering
** James Kelley		Regional Vice President of CE&I Alabama
** Janet L. Evans		Regional Vice President of Louisiana Operations
** Jonathan Grammer		Regional Vice President of North Alabama Engineering
John Lopez		Regional Vice President of Disaster Services
** Jason Cawse		Regional Vice President & Chief Engineer, Mid-Atlantic Region
** Aaron D. Immel		Vice President
Abbas Eshagieh-Meybodi		Vice President
Alexander Caso		Vice President
Amy R. Anderson		Vice President, Human Resources
Austin Conrad		Vice President, Safety & Fleet Operations
Ben H. Lineberry		Vice President
Bryan Bossart		Vice President
Chad Lynch		Vice President
** David Holloway		Vice President
** David L. McDonald		Vice President
Emily Murray		Vice President
Esther Betancourt		Vice President
** Fredrick J. Brown		Vice President
Glenn T. Slater		Vice President
** Greg Cook		Vice President
Jamal Atkins		Vice President
James Spinks		Vice President
John Saunders		Vice President
** Julie Hartman		Vice President
** Karla T. Bounds		Vice President
** Kevin Bowen		Vice President
Luke LeBas		Vice President
Lloyd L. Pitts		Vice President
Marco L. Gonzalez		Vice President
** Michael J. Warnke		Vice President
Phillip Carlisle		Vice President, Information Technology
Ralph Bove		Vice President
Raymond W. Miller, Jr.		Vice President
** Ronny Loe		Vice President
Scott Golden		Vice President
Stanley E. Winter, Jr.		Vice President

Stephanie S. Muentnich	Vice President
Steve Boergerhoff	Vice President
Steven James	Vice President
** Teresa D. McClure	Vice President
** Teresa Driskell	Vice President
** Tracy Turner	Vice President, General Counsel, Corporate Secretary
** Trevor L. Reed	Vice President
Warren F. Walker	Vice President
Adam Patterson	Assistant Vice President
Arnold Gonzales	Assistant Vice President
Arthur Hooks	Assistant Vice President
Ashley Ann Adams	Assistant Vice President
Bethany Shearrer	Assistant Vice President
Bobby Hullett	Assistant Vice President
** Brandon Holt	Assistant Vice President
Brian C. Graham	Assistant Vice President
Brian Mueller	Assistant Vice President
Carrie Bingham	Assistant Vice President
Chad Hood	Assistant Vice President
Christina McMillan	Assistant Vice President
Christopher Lee	Assistant Vice President
Daniel Peacock	Assistant Vice President
** Delana McFarlin	Assistant Vice President, Deputy General Counsel
Delbert Roddenberry	Assistant Vice President
Diana Lewis	Assistant Vice President
Edward "Doug" Seagle	Assistant Vice President
Felfel Bai	Assistant Vice President
Greg Dutton	Assistant Vice President
Hari Thaker	Assistant Vice President
Heather Fulghum	Assistant Vice President
Jackie McSwain	Assistant Vice President
James Braden	Assistant Vice President
James "Jay" Roberson, Jr.	Assistant Vice President
James Thomas	Assistant Vice President
Jason Goffinet	Assistant Vice President
Jason Watkins	Assistant Vice President
Jeff Padgett	Assistant Vice President
Jodi Griffel	Assistant Vice President
Joey Fresolone	Assistant Vice President
John Allen	Assistant Vice President
Jonathan Parramore	Assistant Vice President
Jordan Stringfellow	Assistant Vice President, Aviation Service Line Manager
Keith Roberts	Assistant Vice President
Landra Day	Assistant Vice President, Assistant Corporate Secretary
Laura Penn	Assistant Vice President
Laura Russell	Assistant Vice President
Lisa Exley	Assistant Vice President
Manuel Richardson	Assistant Vice President
Marcy Beasley	Assistant Vice President
Marie Njie	Assistant Vice President
Matt Burnett	Assistant Vice President
Matt Weaver	Assistant Vice President
Ned Baier	Assistant Vice President
Melinda D. Immel	Assistant Vice President
Melissa O'Sullivan	Assistant Vice President
Michael J. Glaros	Assistant Vice President
Michael Parkinson	Assistant Vice President
Michele Finn	Assistant Vice President
Miranda Glass	Assistant Vice President
Nanette Hickman	Assistant Vice President
Oliver Boehm	Assistant Vice President
Paige Felts	Assistant Vice President
Paul Reitz	Assistant Vice President
Paula A. Beasley	Assistant Vice President, Assistant Controller
Robert Scheeler	Assistant Vice President
Roger Osthoff	Assistant Vice President
Shane Bagwell	Assistant Vice President
Stanley Thrasher	Assistant Vice President

Stephen P. Heraty	Assistant Vice President
Tommy Cullember	Assistant Vice President
Tony Williams	Assistant Vice President
Traci Williams	Assistant Vice President
Travis Colledge	Assistant Vice President
Ty Lee	Assistant Vice President
Vincent DePianta	Assistant Vice President
Wes Furman	Assistant Vice President
William Fulghum	Assistant Vice President

* Indicates ability to sign contracts

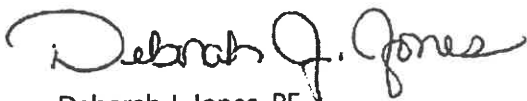
** Indicates ability to sign contracts after Sr. VP Approval

Randy Martin, PE – Vice President, Director of Technical Services and ELT
Brad McLester, PE – Senior Vice President and Senior Engineer
Kasey McWhorter, PE – Vice President and Office Principal
Matt Moler, PE – Vice President, Regional Director and ELT
Howard Perry, PE – Senior Vice President and Principal Engineer
Shane Pike, PE – Vice President and Principal Engineer
Thomas Raymond, PE – Vice President and Renewables Practice Leader
Carl Rogers – Vice President and Oil & Gas Practice Leader
Mike Rowland, PE – Vice President and Office Principal
Bill Schwartz, PE – Vice President and Office Principal
Eric Shaffer, PE – Vice President and Office Principal
Kelley Simons, LEED AP – Vice President, Director of Marketing and Communications and ELT
Christopher Stahl, PE – Vice President, Board of Directors, Director of Energy Markets and ELT
Thomas Still, PE – Vice President and Principal Engineer
Ghassan Suwaid, PE, PMP, DBIA – Vice President and Services Manager
Perry Vezina, ASNT NDT Level III – Vice President and NDE/NDT Service Line Lead
Sam Watts, PG – Vice President and Senior Client Developer
John Weavil, PE – Vice President, Regional Director and ELT
Christopher Yohe, PE – Vice President, Regional Director and ELT
Joe Young, PE – Vice President and Principal Engineer

We appreciate the opportunity and look forward to working with ADEM on this very important work. Please feel free to contact me at your earliest convenience regarding Contract ID # C22059028.

Sincerely,

S&ME, Inc.



Deborah J. Jones, PE
Senior Engineer | Environmental Operations Manager
djones@smeinc.com

LaBella Associates, D.P.C. Shareholder List

Environmental Management
Contract No. C22059031

Jody	Allen
Donica	Anderson
Gabriel	Antenucci
Elisabetta	Athanas
Robert	Attardo
Amberlee	Baccari
Janette	Baez
Mark	Bagdon
Robert	Bailey
Michael	Barbasch
Kyle	Bardwell
James	Barnum
Garth	Barrett
Bradley	Bartholomew
Brit	Basinger
Christopher	Bayer
Jacquelyn	Beattie
Samantha	Begishev
Andrew	Benkleman
Richard	Bennett
Casey	Bernhard
Haley	Bigando
Kevin	Boadway
David	Bono
Jacob	Bower
Douglas	Breese
Alexander	Brett
George	Burbach
Derrick	Burgess
Barbara	Burke
Alyssa	Burnell
Jordan	Bush
Keenan	Buzyniski
Brendan	Bystrak
Reggie	Cain
Maryellyn	Cannizzaro
James	Cannon
Kelsey	Carr
Michael	Carr
Ryan	Carroll
Spencer	Chaput
Rugel	Chiriboga
Michael	Cocquyt

Benjamin	Cole
Matthew	Cole
Gregory	Coniglio
Julianna	Connelly
Nicholas	Cooper
Lanson	Cosh
David	Crandall
Elisabeth	Curran
Lisa	Currier
Matthew	Curry
Jacquelyn	D'Agostino
Jeffrey	Davis
Kaelyn	Davis
Seth	Davis
Bridget	DeHaan
Michael	Delaney
Kevin	DeRoller
Gerard	DeRomanis
Jerrold	DeWitt
Kate	Dillon
Theodore	Donner
Brett	Driscoll
Sara	Drury
Michael	Duddy
Michael	Duell
Jason	Ebbs
Curtis	Ecklund
David	Engert
Christopher	Enright
Jack	Erickson
Seth	Erlich
Sergio	Esteban
Jeffrey	Fantell
Samantha	Ferrin
Ernesto	Ferro
Frank	Filiciotto
Fil	Fina III
Jessica	Fingado
Eric	Fischlein
Michael	Flanagan
Edward	Flynn
Nathan	Fox
Meghan	Friedle
Stacy	Frys

Joseph	Fusillo
Amy	Galiana
Christopher	Gangemi
Keith	Garbrick
Margaret	Garrity
Stephen	Gauthier
Martin	Gilgallon
Jennifer	Gillen
Norabelle	Greenberger
Kelly	Guarino
Paul	Guillet
Scott	Hackett
Michael	Hall
Nicholas	Harkola
Francis	Harter
Kevin	Hasselwander
Douglas	Hastings
Connor	Haydon
Sandra	Hayes
Robert	Healy
Randy	Heard
Jon	Heerkens
Deshawn	Henry
Anthony	Hersey
Donald	Hess
Virginia	Heywood
Matthew	Higgins
Daniel	Hill
Starke	Hipp
Brian	Houston
Kevin	Howard
Timothy	Howland
Reuben	Hull
Larry	Ingram
Chloe	Jeffords
Jennifer	Johnson
Ian	Joyce
Richard	Kampf
Derik	Kane
Walter	Kaniecki
Andrew	Karlson
Jessica	Kayes
Roger	Keating
Andrea	Kelly

Ryan	Kelly
Thomas	Kennedy
Allison	Kerley
Jeffrey	Kloetzer
Kathleen	Kogut
Matthew	Korn
Christopher	Kozub
Gabrielle	Krawiec
Jessica	Kruse
Walter	Kubow
Mark	Kukuvka
Joseph	Kury
Joseph	Lanaro
Christopher	Lapine
Edward	Larkin
Geoffrey	Lawrence
Kristina	Lepel
Corey	Lewis
Danielle	Lewis
Jeffrey	Liebowitz
Conrad	Lind
Joanne	Linder
Joseph	Livecchi
Francisco	Llerena Aguilar
Christopher	Locke
Steven	Longway
Waylon	Lunn
Adam	Lysiak
Albert	Magnotta III
Charles	Mahar
Mousa	Maimoun
Pasquale	Marchese
Scott	Markle
Robert	Marshall
Todd	Martin
James	Matzat
Susan	Matzat
Matthew	McCarty
Douglas	McCord
Brittany	McFee
David	McLellan
Craig	Meacham
Michael	Mecca
Matthew	Metyk

Steven	Metzger
Jonathan	Meyers
Andrew	Miller
Brian	Miller
Heather	Miller
Jarrold	Miner
David	Misenheimer
Michael	Mishook
Joseph	Molek
Catherine	Monian
Michael	Montgomery
Bryan	Morlock
Andrew	Murphy
Jeffrey	Nagle
Robert	Napieralski
Jason	Natale
Thien-An	Nguyen-Vu
Maria	Nieto Villamandos
Daniel	Noll
Timothy	OBrien
Edward	Odziemski
Joshua	Oot
Eric	Orlowski
Jared	Pantella
Stephen	Parrish
Volodymyr	Pavlyuk
Michael	Pelychaty
Matthew	Pepe
Robert	Pepe
Cristian	Petschen
Wesley	Pettee
Mark	Phelan
Daniel	Pieters
Darren	Pieters
Igor	Polyakov
Brian	Poplarchick
Lydia	Porras
Dennis	Porter
Erin	Powers
Jay	Price
Kevin	Rademacher
Lauritz	Rasmussen
Vinkel	Rasmussen
Alexander	Raymond

Manuel	Rivera
Jarrold	Rizzi
Marissa	Roach
Jaden	Robideau
Cassidy	Robinson
Michael	Rogalski
Jeffrey	Roloson
Michael	Romano
Corey	Rothfuss
Lorenzo	Rotoli
Christopher	Round
Justin	Rueckel
James	Rymph
Ian	Salathiel
Anthony	Sanganetti
Jill	Sawyer
David	Schaller
Reade	Schild
Michael	Schietzelt
Kyle	Schuster
Gregory	Senecal
Justin	Shaffer
Rebecca	Sheely-King
Theodore	Sherwood
Steven	Siekman
Robert	Simonetti
Rebecca	Smith
Ryan	Smith
Philip	Snyder
Shelby	Sova
Darrel	Speed
Eric	Speicher
Jonathan	Spurr
Deana	Sritalapat
Arlette	St Romain
Cory	Stamp
Mary	Stebblein
Robert	Steehler
Emily	Steinbacher
Paul	Stimpson
Gerald	Strickland
Kelly	Sullivan
Heather	Sweat
John	Syms

John	Szarowski
David	Taillon
Douglas	Teator
Courtney	Ter-Velde
John	Thierfelder
John	Thierfelder III
Anastasia	Thomas
Catherine	Thompson
Darrell	Thornock
Michael	Tomarchio
Russell	UrbanMead
Brian	Van Auker
Michael	VanArsdale
Philip	VanDerMeld
Tracy	Venette
Jesse	Vogl
Joseph	Waidl
Carl	Wall
Melissa	Wasson
Patrick	Waterman
Timothy	Webber
Eleni	Wechsler
Anne	Weis
Stacy	Welch
Courtney	Welcher
David	Weller
John	Westerfield
Caroline	Wheadon
Troy	Williams
Robert	Wilson
Michael	Winderl
Michael	Winderl Jr
Dean	Wolanin
David	Wong
J. Michael	Woollen
Susan	Wylie
Yizhou	Yan
Megan	Yoshida
Ryan	Yuhas
Adam	Zebrowski
John	Zito
Christine	Zweier

Attachment 1: List of
Company Owners
(Employee Owned)

Employee Id	Last Name	First Name
90595	Abadie	Bernard
90070	Abeln	Michael
91347	Aggarwal	Nikita
90929	Aguilar	Michael
91160	Al daqqah	Tariq
91382	Al Janabi	Mustafa
91313	Ali	Mohammed
90907	Aliyu	Said
90994	Almothaffar	Mohammad
91379	Altayeh	Mohammad
91461	Amberger	Connor
91471	Anderson	Briana
91437	Anderson	Constance
91274	Anderson	Emily
90687	Anderson	Elena
90468	Anderson	Kyle
91431	Andrew	Joey
90474	Andrews	Daniel
91464	Antoon	Mary
91286	Anyanwu	Kingsley
91012	Arceneaux	Haylee
91308	Armstrong	Isaiah
90525	Ashley	Kyle
90440	Ashley	Kenneth
91019	Ashwood	Leslie
90236	Ashworth	Chadwick
91036	Awawdeh	Abedalaziz
91297	Bailey	Matthew
91415	Baker	Brennan
89331	Baker	Albert
90565	Ball	Johnathan
90816	Ballard	Jackson
90888	Bankole	Adebanji
90498	Barbee	Eric
91266	Bargeron	Julian
91269	Barker	Graham
90597	Barker	Justin

91103	Barr	Kenneth
91030	Bass	Florance
90930	Baumery	Cameron
91024	Baya	Ryan
90305	Bearden	Richard
91380	Beaty	Melvin
90510	Bedwell	Evan
91428	Bell	Brandon
91115	Bell	Jon
91257	Berry	Lauren
89718	Best	December
91125	Bettendorf	Hugh
90299	Betty	Steven
91446	Bevins	Eddy
90692	Bienvenu	Alexander
91207	Billedeau	Connie
91262	Biondolillo	Whitney
91005	Bird	James
90358	Blackwell	Caleb
90193	Blanton	James
91349	Blood	Draven
91345	Bodre Caridad	Joel
91134	Bolin	Alissa
90667	Bonnette	Tyson
91107	Borskey	Jan
90682	Bosarge	Justin
91002	Bostick	Layton
91171	Botts	James
91084	Boucher	Anna
90900	Boultinghouse	Kennith
90721	Bowers	Larry
90653	Bowers	Tiffany
91241	Bradley	Seth
90674	Bradshaw	Lloyd
90992	Bragg	Donald
91074	Brandenburg	Jennifer
91157	Brantley	Dylan
91141	Brantley	Walter

5925	Brantley	Corey
91473	Breaux	Landyn
90783	Brewer	Aaron
90734	Brooks	Gary
89701	Brooks	Timothy
91162	Brown	Price
91062	Brown	Whitley
90559	Brown	Joshua
90420	Brown	Jacob
90239	Brown	Robert
89074	Brown	Chad
5995	Brown	Randy
90662	Brown III	Raymond
91188	Brummer	Rebecca
90385	Burdett	Devon
6150	Burdett	Christopher
90742	Burgin	Cade
90806	Busby	Wilson
6500	Busby	Daniel
91322	Calvillo	Alonzo
90630	Cambre	Tyrus
90551	Camp	Kayla
91088	Campbell	Madison
90360	Campbell	Bradley
90906	Campos	Edgar
91331	Cancel Torres	Edwin
89627	Capes	Todd
90733	Cardenas	Raul
90578	Carlyle	Simon
91128	Carrera Diaz	Luis
90068	Carroll	Brent
91422	Casanova	Jaclyn
90555	Casanova	Brennan
91465	Castaneda	Eduardo
91356	Castillo	Jorge
91248	Cates	Steven
90614	Chaffin	Kathryn
90870	Chaltain	David

90655	Chassaniol	Lorrie
91406	Chatman	Xavier
90651	Chautin	Brandi
91156	Cheng	Sam
91359	Cintron	Vivianitza
91182	Ciza	Joe
90735	Clark	Jonathan
90668	Clark	Walter
89198	Clark	Roger
90780	Clifton	Jeffrey
91170	Cole	James
90927	Cole	Kenneth
90793	Coley	Eric
91344	Collins	Alaysia
90837	Collins	Keith
90694	Colwart	Eric
90642	Conner	Joseph
90686	Connolly	John
90833	Conway	Lori
90289	Cooley	Bryan
90453	Cooper	Spencer
91458	Corley	Joseph
91231	Cornett	Wyatt
90099	Cornett	Phillip
90019	Counsell	Nathaniel
91072	Courington	Christopher
90736	Couvillion	Eve
90049	Craft	William
91447	Craigen	William
91238	Crane	Ayden
89636	Crane	Russell
91186	Crawford	Evan
91038	Crigler	Hannah
9430	Crigler	Cameron
91113	Croston	Raquel
91008	Crow	Judson
91364	Crutcher	John
91383	Cruz	Uriel

91319	Cruz	Michael
90947	Cruz Reyes	Markely
89208	Crysell	Jarrett
90857	Cuevas	Jose
91375	Daigle	Chet
89853	Daniels	John
91211	Dargan	Eric
91150	Dauzat	Jason
90719	Dave III	Peter
91434	Davis	Steven
91404	Davis	Larry
91063	Davis	Drew
90796	Davis	Alton
90115	Davis	Michael
89608	Davison	Jay
91315	Deary	Kahlil
91265	Dempsey	Myles
90185	Dewrell	Dusty
91250	Diagne	Lamine
91305	Diawara	Aboubacar
90414	Dickson	Michael
90873	Doherty	Laken
91166	Doody	Emily
91200	Dotch	Jonathan
91164	Downing	Kristina
90496	Downing	Matthew
90789	Dragosavljevic	Snezana
91189	Drummond	Brady
91457	Dubois	Zayden
91278	Dubois	Samuel
90689	Duffy	Donovan
90658	Dufresne	Georgia
89961	Dugger	Christopher
91298	Duncan	Jacob
91059	Dunn	Nicole
91374	Duplechin	Christopher
90698	Dupre	David
90660	Dupre	Terese

90470	Eady	Richard
91058	Earl	John
90838	Earls	Charles
91052	Echols	Catarina
91232	Eddins	Anne
90629	Eddins	Wilson
91316	Edwards	Garrett
90860	Edwards	David
90850	El-Ali	Ameer
90513	Ellis	Avery
91291	Elmore	Tylar
88917	Elmore	James
91053	Ennis	Vintrell
91353	Etuokwu	Chukwuemeka
90005	Eubanks	Michael
91272	Ezeah	Nerus
91055	Falati	Matthew
89862	Fancher	Garrett
90803	Fanyui	Jeremiah
90709	Farrar	Todd
90685	Fertitta	Russell
91394	Fierro	Abraham
90411	Fleming	Hannah
91261	Flores	Jacob
90649	Flores	Joshua
90257	Flukinger	John
90738	Flynn	Jennifer
90725	Flynn	Kenneth
91343	Fontenot	Rufus
91098	Foreman	James
90745	Forrester	Keith
90702	Foster	Brian
90959	Fountain	Tyler
90915	Fowler	Jackson
91108	Francois	Lionel
91449	Franklin	Seth
90119	Ganus	Ethan
21125	Ganus	Bobby

91092	Gardner	Jason
90271	Gardner	Patrick
90053	Gardner	Daniel
90052	Gardner	Briana
90409	Gareri	Jonathan
89831	Garrett	Rachel
91350	Garrick	Jeff
91463	Garza	Karri
91180	Gaston	Angelikia
91215	Gentry	Kaleb
90678	George	Jeremy
90691	Gettys	Tyler
91120	Gibson	Glenda
90784	Gibson	Terry
90594	Gibson	John
91135	Gilbody	Matthew
89655	Gillentine	Christopher
91187	Gillett	Reef
90862	Gillis	Taylor
91469	Gilner	Kory
22850	Glass	Dana
90621	Glubis	Anne
90527	Gonzalez Duran	Denise
91332	Gonzalez Santiago	Herberth
90715	Goodson	Brian
90710	Goodson	Ralph
91292	Goodyear	Ezekeil
90563	Gorrell	Austin
90732	Grainger	Don
91203	Grant	Marcus
91282	Graves	Joshua
91408	Gray	Wesley
89315	Gray	Nicholas
91370	Green	Michael
90603	Green	James
90889	Griffith	Michael
91073	Groom	Justice
90934	Gross	Matthew

91451	Guerrero	Rito
91355	Guerrero	Osvaldo
91237	Guidry	Chance
23785	Guilford	John
91119	Gulledge	David
90968	Guy	Pamela
90273	Haddad	Saieb
91011	Haines	Cory
90118	Hak	Bunthoeun
91392	Hamilton	Scott
90425	Hardy	Scott
91143	Harkless	LaQuinn
91340	Harper	Tristan
91006	Harris	Brooke
24650	Harris	Richard
90050	Harrison	Eric
900036	Hartman	Nicholas
24675	Harvey	Robert
89245	Hassan	Sherif
91172	Haverkamp	Christian
91013	Hayden	Marshall
91459	Hayes	Cody
90469	Hays	Christopher
90244	Hearin	Courtney
91091	Hebert	Sterling
24775	Hector	Donald
90913	Heidingsfelder	Jude
90887	Hendershot	Preston
90910	Henderson	O'Bryant
90605	Henderson	James
90204	Henderson	Paul
91362	Hendley	Corinth
91354	Hernandez	Ismael
91303	Hernandez	Pedro
91229	Herrera	Martha Lucia
91360	Herrera Torres	Luis
90701	Herring	Kenneth
88923	Herrington	Douglas

91230	Hewitt	Joseph
91395	Higginbotham	Richard
90404	Higgins	Gage
91326	Hill	Samuel
89643	Hindman	Sharon
91440	Hitt	Monica
90454	Holderfield	David
91452	Holley	Christopher
89825	Holley	Johnny
90746	Hollis	Jeffrey
90610	Holman	Thomas
90010	Holston	Suzanne
91426	Holt	Catherine
90514	Holubar	Martin
91111	Hopper	Garett
89173	Hopper	Jack
90973	Horne	Howard
91132	Houser	Wesley
90507	Houston	Roger
26500	Howell	Sterling
91443	Howell	Daniel
90032	Hoyle	Kyle
90018	Hoyle	Jon
90573	Huettemann	Mary
90230	Huettemann	Joseph
91357	Hughes	Allen
90748	Hulbert	Monroe
91312	Hunt	Jordan
89069	Hurt	Ritchie
65790	Huseman	Carole
30000	Hymel	Claudia
91209	Ingram	Christopher
91373	Iniguez	Angel
91273	Inman	Kathleen
91225	Irvin	Andrew
91080	Jackson	Alfred
90843	Jackson	Brendan
90494	Jackson	Eric

90441	Jackson	Adam
90421	Jarboe	Craig
91003	Jarman	Thomas
91448	Johnson	Haley
91405	Johnson	JaQuan
91323	Johnson	Cody
91192	Johnson	Kristin
91071	Johnson	Joanna
90336	Johnson	Morgan
89968	Johnson	Henry
91159	Johnston	Garret
91057	Jones	Anthony
33575	Jones	Roger
91333	Jordan	Jonathan
91427	Kamengele	Fariala
90505	Kamer	Joseph
90891	Kassim	Eniola
90903	Keita	Modibo
90632	Keith	Holly
91206	Keller	Greg
91196	Kemp	Frank
91453	Kennedy	Aaron
90958	Kennedy	Ryan
90028	Kennemer	Irene
91193	Ketchum	Chelsea
89945	Key	Laura
91263	Kilgore	Elaine
90846	Kilgore	Travis
90477	Kilgore	Kyle
90720	Kilpatrick	Kendall
90664	Kinchen	Kevin
91027	King	Kenneth
90599	Kirkland	Alex
89886	Knight	Jimmy
90972	Knowles	David
90730	Kozlowski	Melissa
91131	Kropog	Kristin
91001	Kropog	John

37400	Kryger	Edward
91396	Ladera	Francisco
90640	Lafleur	Matthew
90202	LaFroschia	Christopher
90677	Langley	Carl
91342	LaPlace	Lance
91400	Larose	Myron
90154	Larsson	Harold
91174	LaRue	Colten
91407	Lasecki	Lila
89797	Leatherwood	Frank
91264	LeBlanc	Edward
91399	Lee	Robert
90731	Lehman	Paul
90037	Lehman	Nicole
90278	Leone	Brandon
91387	Lewis	Eliza
91285	Lewis	Kendrick
91021	Lewis	William
91023	Liautaud	John
90657	Light	Donna
91100	Lightfoot	Larry
90606	Lindsey	Robert
90778	Lindstrom	Chadwick
90224	Lipskoch	Jared
91184	Little	Jonathan
91397	Littles	Brandon
89796	Lockhart	Ralph
90582	Lockridge	Caleb
91214	Long	Raymond
91169	Lopez	Betsy
91253	Lopez Herrera	Lorenzo
90247	Lugo	Edna
91194	Lyne	Patrick
90681	Mackey	Byron
91175	Maddox	Nicole
91346	Madison	Christin
42700	Manning	Michael

91433	Marcainte	Chaz
91244	Marchand	Patrick
91423	Marte	Ibis
91361	Martin	Terold
91246	Martin	Monique
91195	Martin	David
91007	Martin	Eric
90706	Martin	Barbara
91414	Martinez	Christopher
90344	Mask	Jody
90804	Mathews	Levi
90988	Matlock	Curtis
91284	Matson	Landon
90807	Matson	Bayllon
90539	Matson	Kenneth
91378	Matthews	Ronald
90371	McAleer	Stephanie
89219	McArthur	John
90766	Mcbride	Adam
91432	McCaffrey	Daniel
90066	McCullough	Adam
91129	McDaniel	William
91430	McDonald	Justin
90309	McGill	Thomas
90635	Mckay	Tyrone
90347	McKissick	Phillip
91212	McNamara	Kylie
91255	McNeme	Claire
91118	McNeme	Steven
90542	McNichols	Jaire
91388	Medina	Doratha
90574	Melton	Michael
91462	Mendoza	Julian
91197	Mercatante	David
91202	Merchant-Cupeles	Rima
90700	Meyer	Richard
90723	Migliore	Rodney
91445	Milano	Frank

91429	Millard	Benjamin
89987	Miller	Michael
91000	Mills	Sarah
90609	Mills	Danna
91208	Mipro	Theresa
90473	Miracle	Tosha
91304	Mitchell	Ebony
90450	Mitchell	Larry
90949	Mixon	Lonnie
90428	Mizell	Kyle
91439	Moczygemba	Veronica
91148	Monge	Hannah
90557	Montoya	Michael
90556	Montoya	Samantha
91296	Moore	Jonathan
91068	Moore	Quanta'
90996	Moore	Robert
7500	Moore	Kim
91311	Moorman	Isaiah
91210	Moorman	Kolby
91076	Moran	Dylan
90805	Moran	Thomas
91436	Morgan	Stephen
90387	Morgan	Eliska
44075	Morgan	Jay
89912	Moseley	Sharon
89016	Moseley	Robert
91177	Mosley	Heath
91438	Mott	Ariana
90707	Mounger	Elizabeth
90624	Mulkey	Danny
91205	Mulvey	Jennifer
91398	Murambiwa	Elisha
90990	Murphy	John
91381	Needham	Nicholas
90476	Nelson	Hilary
89977	Nelson	Phillip
89343	Nelson	Michelle

89300	Nelson	Karen
89103	Nelson	Russell
90905	Nespor	Jacob
91391	Nientao	Seydou
91217	Nobs	Erik
90475	Nona	Paul
90716	Norman	Harvey
91179	Normand	Zachary
90944	Norris	Janae
91401	Nwokeforo	Paul Nelson
50500	O'Bannon	William
90613	O'Brien	Tyson
91201	O'Dell	Kerri
90189	Odom	Randall
90946	Ogle	John
50075	O'Hearn	Stephen
91271	Olawale	Olatoyosi
91336	Oliver Jr	Kevin
91213	Olson	Kirstin
91367	Olvera	Justin
90966	O'Neal	Jonathan
91270	Ong	Shaoyong
91290	Onyia	Victor
91418	Orlovski	Thomas
90814	Ott	Nathan
91470	Pacheco	Braulio
90856	Palacios	Alberto
90661	Papia	James
89298	Parden	Vaughan
91368	Paredes	Joel
91185	Parker	Brayden
90776	Parker	Kathryn
900020	Parnell	Calvin
90602	Pate	Landon
90537	Patterson	James
90892	Patti	James
91251	Pazos	Philip
91409	Pecero	Jocsan

91249	Pena	Stephen
90338	Penny	Eric
91245	Perez	Eilygenesis
90790	Perez	Marco
53175	Peterman	Larry
90149	Peters	Luther
91221	Pham	Ryan
90511	Phillips	Thomas
90325	Phillips	Lionel
90647	Pierson	Jerry
90251	Pierson	Michael
90679	Plaisance	Daniel
91385	Plunkett	Chad
89944	Ponder	Steven
90917	Pope	Teah
90954	Porch	Andreas
91252	Porter	Samuel
90757	Porter	Ilka
90379	Posten	Keith
90531	Prevatt	Joshua
91254	Price	Helene
91151	Price	Aaron
90904	Price-Kern	Cullen
89989	Pritchard	Susan
90250	Pruett	Leonard
91321	Pugh	Sawyer
91089	Pulver	Christine
90991	Purcell	William
91145	Qualls	Pamela
91450	Quick	Brandon
91218	Quintana	Christopher
91247	Quintero Diaz	Elioberth
91034	Rabren	Emmy
90601	Rager	Lewis
91420	Ramirez	Aida
91307	Ramirez	Alexander
91330	Ramirez Torres	Angel
91039	Randolph	Bradley

90608	Randolph	Clay
91474	Rangel	Jorge
90788	Rankin	Seth
91424	Ray	Kylie
90999	Reddick	Charles
90726	Redmon	Marcus
90636	Reed	Robert
91173	Rehagen	Carson
89265	Rehagen	Joshua
89469	Renfro	Charles
91466	Renteria	Felipe
90762	Rhodes	Nicolas
90974	Ridings	Eliza
91310	Ritter	Corey
90777	Roberts	Terence
62293	Roberts	Billy
91054	Robinson	Gina
91020	Robinson	Terry
89349	Robinson	Anthony
91041	Rochester	Thomas
91242	Rodriguez	Esmeralda
90600	Rogers	Joshua
90437	Rogers	Matthew
90663	Romero	Alfonso
91411	Rosabal Carballosa	Maignoldis
90712	Rosson	Kelly
90986	Rote	Tyler
62295	Roton	Cynthia
90400	Rotton	John
90936	Rouse	Christopher
90752	Roussel Jr	Duane
91455	Ruiz	Jesus
91351	Rutland	Chris
91086	Saad	Marina
90576	Saavedra	Cesar
90812	Salas	Emily
91478	Santaliz Cintron	Raul
90633	Santiago	Crystal

91046	Sarafijanovic	Mia
91133	Sartain	Eddy
90006	Sarullo	Sherena
63250	Saunders	Mark
90652	Scallan	Carla
90948	Scally	Steven
90644	Schellinger	Eron
90523	Schellinger	Brigham
90471	Schellinger	Thomas
91153	Schneider	Mallory
91372	Schorr	Steven
90695	Schutt	Mark
91130	Sebastiao	Belchor
91051	Segovia	Erin
90520	Seibt	Tiffany
91320	Seiger	Hannah
90808	Self	Jackson
91220	Sexton	Robert
90699	Shah	Jitendra
91341	Shain	Shannon
89898	Sheffield	Richard
90342	Sherman	Brent
90132	Shiver	Michael
91109	Si	Jimmy
90534	Sickles	Scott
90301	Sikdar	Debashis
91425	Simon	Samuel
90690	Simonson	Alec
90883	Slaughter	Danielle
91144	Smart	Caleb
91444	Smith	Lavon
91199	Smith	Matthew
91190	Smith	Mallory
90964	Smith	Helena
90598	Smith	Lionel
90596	Smith	Joanna
89947	Smith	Anthony
89935	Smith	Jody

64840	Smith	Rodney
91064	Sngoun	Adam
91468	Somathilake	Sheryl
91070	Soto	Narielis
91402	Spears	Madison
91016	Spinker	Katie
90890	St Cyr	Haywood
91235	Steele	Jonathan
65601	Steele	Joshua
90648	Stephens	Mathew
89976	Stephens	Asburn
91460	Stevens	Jacob
91228	Steward	Bodie
91152	Stewart	Hunter
90744	Stewart	Connie
90963	Stober	Lauree
90819	Stockham	Jordan
90388	Stocki	John
89604	Stokes	Lamar
90967	Stowe	Matthew
91299	Strickland	Cody
91277	Sulli	Christopher
91334	Svenman	Emil
90813	Swaim	James
91314	Swearingen	Georgia
89676	Sweetser	Suzanne
91393	Tabor	Devin
91293	Tahir	Zunaira
90604	Talbot	Cheryl
91287	Tate	Alicia
91416	Taylor	James-Alford
91268	Taylor	Parrisha
91146	Taylor	Andrew
91026	Taylor	Kourtney
91276	Terry	James
91102	Terry	Janic
90530	Thames	Richard
67575	Theis	Terrence

90696	Theriot	Ann
90978	Thibaut	Timothy
90971	Thibaut Jr	Timothy
91121	Thibodeaux	Chad
90134	Thierfelder	Seth
91324	Thomas	Heather
91318	Thomas	Marc-Anthony
90852	Thomas	James
90704	Thomas	Christopher
90703	Thomas	David
90526	Thomas	Jason
91216	Thompson	Riley
89732	Thompson	Michael
91371	Thornton	Bryclynn
90167	Tomley	David
91475	Torres	Carlos
91236	Trammell	Wesley
90983	Trosclair	Archie
91127	Trujillo	Desiree
90616	Tucker	James
90482	Turner	Kenneth
91329	Ugwuoke	Ifechukwu
91328	Ugwuoke	Onyeka
91302	Underwood	Raegan
91079	Updyke	Lucas
70100	Upton	David
90654	Van Hoven	Kyle
91295	Vaught	Paul
91477	Vega Merced	Gabriel
90238	Vidal Cruz	Francis
91376	Vienneau	Anthony
91337	Vincent	Kamron
90962	Vittor	Lela
90961	Vittor	Barry
77175	Wahn	Matthew
90835	Walden	James
91386	Walker	Richard
91044	Walker	Vincent

90150	Walker	Catherine
91033	Ware	Jason
91348	Warner	Keith
90548	Watkins	Miles
90711	Watts	Beverly
90340	Watts	Jimmy
90512	Waweru	Barnabas
91155	Webber	Ethan
90427	Weber	Charles
90442	Weed	Scott
77725	Weir	Keith
89760	Welch	Charles
89616	Welch	Wilfred
91294	Wells	Kenneth
90008	West	Walter
91083	Westbrook	Daniel
77900	Weston	Charlie
89737	White	Stanley
91226	Whitley	Ellen
90166	Wiggins	Jeremy
91110	Wiley	Christopher
91454	Williams	Terry
91352	Williams	John
91275	Williams	Keithan
91097	Williams	Antwon
91060	Williams	Maria
91043	Williams	Bradley
90607	Williams	Craig
89674	Williams	Arlene
90928	Willis	Shane
90456	Willis	Karen
90228	Wilridge	Michael
91421	Wilson	Allison
91198	Wilson	Travis
90969	Wilson	Daniel
90895	Wilson	Haiden
90755	Wilson	Sidney
91181	Wise	Ethan

90069	Wolcott	Dean
91279	Wood	Donald
90464	Woodham	Stephen
90675	Woodward	Shawn
91366	Wright	B
91441	Wyatt	Gordon
90939	Yanez	Pedro
90577	Yao	Oliver
91093	Yeargin	Mariah
91114	Zorn	Casey
91106	Zorn	Corey

Three Notch Group Stockholders 01.06.2026

Stockholder	Title	Present Stock Ownership by Percentage
Marcus K. Pugh, PE, PLS	President & Chief Executive Officer	9.67%
Randall C. Spence, PE	Practice Leader III / Director	9.67%
Danner F. Drake, PE	Practice Leader IV / Director	8.80%
Scott Trott, PE	Chief Sales Officer	8.80%
Jeremy C. McKee, PE	Principal I	7.04%
Griffin Gatschet, PG	Market Director II / Director	6.60%
Robert M. Shepard	Executive Vice President / Director	5.28%
R. Daniel Wells, PE	Chief Operating Officer	5.28%
John Kinnaird, PE	Practice Leader III	4.40%
Brooks Bennett, PE	Business Development Manager I	2.64%
Christopher M. Ross, PE	Market Director II	2.64%
Michelle Grantham	Practice Leader III	2.64%
Anna Brunson	Project Manager IV	2.20%
Carmen Chosie, PE	Team Leader I	2.20%
Jeffrey A. Harrison, PE	Market Director I	2.20%
Summer Tidwell, CPA	Project Controller	2.20%
Troy Shriver, PLS	Team Leader I	2.20%
Brooks Hamilton	Sr. Business Development Manager I	1.76%
Eric Sanderson, PE	Practice Leader III	1.76%
Jared Lowe, PE, PLS	Team Leader I	1.76%
Marc Hamilton, CPA	Chief Financial Officer	1.76%
Matt Hames, CTFA	Chief Growth Officer	1.76%
Allen Yates, PE	Team Leader I	1.32%
Paul Sexton, PE, PLS	Project Manager IV	1.32%
David Dailey, PE	Engineer VI	0.88%
Matt Hawes, PE	Practice Leader I	0.88%
Casey Hellums, PE	Project Manager III	0.44%
Lance Ambrester, PE	Project Manager IV	0.44%
TJ Kelley, PE	Project Manager III	0.44%
Alan Barck, PG, PE	Engineer V	0.44%
Kristy Brown, SPHR	Chief Human Resources Officer	0.44%
Brandon Bounds, PE	Project Manager III	0.18%



December 2, 2025

Alabama Department of Transportation
c/o Contract Management Section
1409 Coliseum Boulevard
Montgomery, Alabama 36110

Attention: Mr. Gary W. Moore

Reference: Geotechnical Services _ Birmingham Northern Beltline, Jefferson County
Certification of S&ME, Inc. Officers and ESOP Owners
ALDOT Contract ID #2715

Listed below are S&ME's officers and Executive Leadership Team (ELT) as part of

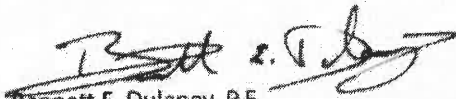
Stewart Laney, PE – President, Board of Directors Chair, ELT
Rachel Tzortzis, CPA – Vice President, Board of Directors, Chief Financial Officer and ELT
Dan Houston – Chief People Office and ELT
Larry Armstrong, PE – Vice President and Principal Engineer
James Attaway, PE, JD – Vice President, Legal Counsel and ELT
Chuck Black, PE – Vice President and Office Principal
Keith Brown, PE – Senior Vice President and Principal Engineer
Adam Browning, PE – Vice President, Director of Business Solutions and ELT
Chad Bruorton, PE – Vice President and Senior Engineer
Nate Buffum, PE – Vice President and Office Principal
Matt Cooke, PE, PG – Vice President and Office Principal
Jeff Doubrava, PE – Vice President, Board of Directors, Director of Diversified Markets and ELT
Dave Duke, CIH, CSP – Vice President and Safety, Health, Environmental Director and ELT
Ben Dusina, PE – Vice President and Office Principal
Doug Eller – Vice President, Services Manager and CEI Practice Leader
Erin Farris – Vice President and Regional Director of Client Development
Jarod Ford – Vice President, Regional Director of Field Exploration and ELT
Aaron Goldberg, PE, D.GE – Vice President and Technical Principal
Scott Hancock, PE – Vice President and Technical Principal
Chris Headley – Vice President, Shared Services Director and ELT
Kristen Hill, PE, PG – Vice President, Regional Director and ELT
Joseph Laps, PE – Vice President and Office Principal
John Lessley, PE – Vice President and Technical Principal
Wes Lowder, PE – Vice President and Principal Project Manager
Randy Martin, PE – Vice President, Director of Technical Services and ELT
Brad McLester, PE – Senior Vice President and Senior Engineer
Kasey McWhorter, PE – Vice President and Office Principal
Matt Moler, PE – Vice President, Regional Director and ELT

Howard Perry, PE – Senior Vice President and Principal Engineer
Shane Pike, PE – Vice President and Principal Engineer
Thomas Raymond, PE – Vice President and Renewables Practice Leader
Carl Rogers – Vice President and Oil & Gas Practice Leader
Mike Rowland, PE – Vice President and Office Principal
Bill Schwartz, PE – Vice President and Office Principal
Eric Shaffer, PE – Vice President and Office Principal
Kelley Simons, LEED AP – Vice President, Director of Marketing and Communications and ELT
Christopher Stahl, PE – Vice President, Board of Directors, Director of Energy Markets and ELT
Thomas Still, PE – Vice President and Principal Engineer
Ghassan Suwaid, PE, PMP, DBIA – Vice President and Services Manager
Perry Vezina, ASNT NDT Level III – Vice President and NDE/NDT Service Line Lead
Sam Watts, PG – Vice President and Senior Client Developer
John Weavil, PE – Vice President, Regional Director and ELT
Christopher Yohe, PE – Vice President, Regional Director and ELT
Joe Young, PE – Vice President and Principal Engineer

We appreciate the opportunity and look forward to working with ALDOT on this very important work. Please feel free to contact me at your earliest convenience regarding Contract ID #2715

Sincerely,

S&ME, Inc.



Bennett E. Dulaney, P.E.
Office Principal / Senior Project Manager
bdulaney@smeinc.com