



GLE

Facilities and Environmental
C o n s u l t a n t s

INSIDER'S GUIDE

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Celebrating 20 years!



A MESSAGE FROM THE PRESIDENT

As we celebrate our 20th anniversary it is difficult for me to believe how far GLE has come. It seems only yesterday that I formed the company with a total staff of me, myself and I. Since that time in 1989, GLE has grown to over 70 professionals in seven offices.



Looking back over the last 20 years, I know that the only true constant in the A/E and construction industry is change. If you try to slow or stop the change you will be left behind and out of business in an instant. One of the reasons that GLE has been successful for 20 years is our entrepreneurial spirit and ability to adapt to rapidly changing conditions.

However, the most important reason that GLE is successful today is our clients. The consulting business is based on our relationships with our clients. There may be a number of reasons we are hired the first time, but maintaining a client over the long run requires great work, communication and exceptional client service. Our business philosophy is that GLE's success is dependent upon our understanding of our clients' business needs and that if we can help make our client successful, then GLE will also be successful. This philosophy has allowed us to maintain relationships with our clients over the years.

I want to personally thank each of our clients and friends for helping make GLE successful for the past 20 years and I look forward to working with you over the next 20.

A handwritten signature in black ink that reads "Robert B. Keane". The signature is written in a cursive style.

GLE Gives Back!

It is better to give than to receive... is one of the many reasons GLE began a Philanthropy committee in 2008. The focus of this group is to give back to the community, as well as promote goodwill and teamwork among our employees. Over the course of the past year, GLE has launched various charitable programs throughout our offices, here is a snapshot of all that we've done!



Thanksgiving Food Drive: The GLE Tampa and Atlanta offices held a food drive this past Thanksgiving to help feed the hungry and homeless. The Tampa office added a little spice to our food drive and turned it into a competition between departments, the Environmental Department won the gold! GLE also matched all food contributions. Combined, the Tampa office donated more than \$400 and 315 non-perishable food items to Metropolitan Ministries in Tampa, FL.



Holiday Philanthropy: Last holiday season GLE collected toys and clothes for families in need. The Tampa office sponsored two families in need from the Pinellas County School District and the Atlanta office sponsored a family through Grady Child Services. With the help and support of our employees, we were able to contribute to a wonderful holiday season for each of these families.



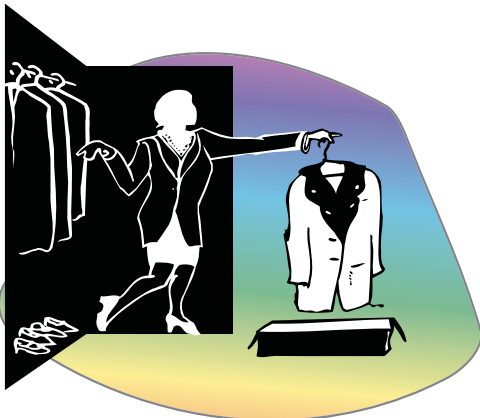
Habitat for Humanity & Pace Center for Girls: Our Jacksonville office currently supports The Pace Center for girls through our involvement in CREW (Commercial Real Estate for Women). The Pace Center for Girls is a Jacksonville based institution that has since spread to other cities in Florida. It is a nonprofit organization created to help girls between the ages of 12-18 who have experienced unfortunate circumstances. These girls are in serious need of guidance, education and in some cases safety from family or a dangerous environment. The overall goal of this group is to educate these girls and get them thinking beyond high school into further educational opportunities. Some girls leave Pace with a high school degree, while others are helped until they can assimilate back into their local high school.

GLE participated in a career day for the girls at Pace who were nearing their graduation, GLE'ers Michael Doyle and Lindsay Allen educated the girls on the AE and Environmental sectors as they pertain to the commercial real estate market, as well as, job qualifications, pros and cons, salary expectations and most importantly educational qualifications.

Paint Your Heart out Tampa: This past April, GLE participated in Paint Your Heart Out Tampa (PYHOT). PYHOT is a community service organization that beautifies the homes of low-income, elderly citizens in the Tampa Bay area, by re-painting them and doing some minor landscaping.



Cleaning Out Your Closets: GLE asked its employees to 'clean out their closets' this past summer for donations to "The Spring," a domestic violence shelter in Tampa. In return, GLE matched clothing contributions for a monetary donation to the James A. Haley Veterans' Hospital's Fisher House, "a home away from home," for families or patients receiving medical care at the VA medical Center. GLE collected and matched a \$1000 donation to support these two charities.





Building Green provides substantial benefits for the Environment, Building Occupants, and Building Owners. GLE strives to provide education and services for Building Green that will benefit present and future generations.

At GLE we encourage professional growth, many of our employees hit the books hard this year to study for their LEED exams. We are proud to say that we have **SIX LEED** accredited professionals in the areas of Architecture, Engineering, Environmental, Building Assessment & Construction Management Services.

GLE is looking forward to build upon our eco-friendly projects in which Building Green and sustainability efforts are utilized to enhance the built environment for the owner, occupants and the environment. GLE is a proud member of the US Green Building Council and is currently one of the master planners for the development of America's first eco-sustainable city, "Destiny." GLE is very conscious of the need to create designs that meet Green objectives, as well as reduce operations and maintenance costs. We are also aware that creating a LEED project can be costly for the owner and often, planned budgets cannot support these initiatives. GLE has worked with many of our clients to find ways to conserve energy with Green Engineering and utilize LEED strategies without having to pay the price for Building Green. GLE is extremely excited to continue our experience in Green Engineering and Design in the upcoming years.



GLE incorporated Thermal Energy Storage (TES) for a classroom addition for DeSoto County Schools that required an upgrade of the existing chiller and cooling tower system, by using an ice bank. This will yield energy savings to our client of \$19,500 per year and a payback of less than six years.



GLE provided air quality testing for the new 21,000 SF Hensel Phelps Construction Company's Florida Headquarters in Orlando, to determine if the levels for Formaldehyde, Particulates, Total Volatile Organic Compounds and Carbon Monoxide were within the published LEED standards.



DISTRESSED ASSET PROTECTION PLAN

As lenders continue to foreclose on properties, the inventory of sites is rising exponentially. Unfortunately, overworked Asset Managers are unable to cope with the large number of properties on the books. A large percentage of the foreclosed properties have "site improvements," in the form of buildings and infrastructure, some of which are 100% complete, while others are in some stage of construction. Many of these properties are vacant and/or construction has stopped and will remain that way until they are sold by the lender.

Much of the true value of these assets is in these "site improvements." If left unattended and not properly maintained, the value deteriorates as each day goes by. For those sites in an early stage of construction, much of the value is in the regulatory approvals and construction and environmental permits. In addition, there may be current environmental problems or violations of regulations, which could create a significant liability to a lender once they have taken ownership of the property.

In all cases, it is critical that a lender understand all of the risks and liabilities before foreclosing on a property. Once the foreclosure has occurred, the property and improvements must be maintained until it is sold in order to protect the underlying value. If not maintained, a lender will quickly find that all of the improvements have become worthless.

The huge task of Evaluation, Maintenance, and Protection of properties and any “site improvements” can quickly overwhelm a Distressed Property Asset Manager. In many cases, the Asset Manager finds it difficult to just keep track of the assets, much less evaluating and maintaining them.

A comprehensive Asset Protection Plan can be implemented to help manage and preserve the value of foreclosed properties. Generally, an Asset Protection Plan can be broken down into three categories: Liability Protection, Site Maintenance and Site Protection.

Liability Protection

- Chinese Drywall
- Mold
- Pool Security
- Permit Violation
- Soil and Groundwater Contamination
- Storm Water and Sedimentation Control Violations
- Water Intrusion

Site Maintenance

- Landscaping
- Moisture Damage Prevention
- Site Inspections
- Securing Building Openings
- Site Security
- Stormwater and Erosion Control Repairs

Site Protection

- Catastrophe Aftermath
- Emergency Response
- Vandalism



GLE All-Stars

GLE is very proud to say many of our employees have been here for a loooong time! These veterans have helped contribute to GLE's success for the past twenty years!



Jim Riser, Ft. Lauderdale Facilities/ Environmental Department Manager, 19 Years of Service

Jim graduated from Auburn University in 1989 and began working at GLE shortly thereafter, 19 years later with the company, he feels as though GLE has become a “family” to him. Jim has held a number of positions within the company, from a technician monitoring large asbestos jobs, to a client manager, to a department manager to a branch manager. He has called four GLE cities home at one point or another and has worked in at least six different departments within the company. He has witnessed the company evolve from a small company of less than a half-dozen employees working out of the back office of an architectural firm into a leader in the engineering/consulting arena in the Southeast United States.



John Simmons, Director of South Florida Operations, 18 Years of Service

John Simmons is the Director of South Florida Operations at GLE. He has more than 20 years of experience in a wide range of environmental services, including facilities consulting, contracting, general construction and environmental remediation. John has managed projects for a variety of public, private and industrial clients.

provides. He initially came to GLE to serve as the Project Manager for the renovations to the Florida Mental Health Institute, a \$8 million renovation project that grew from the need to replace 110,000 square feet of roofing over an asbestos containing fireproof deck. Since then, he has managed Tampa's Building Sciences department, overseen the development of Tampa's Architectural department and was active in the formation of both the Orlando and South Florida architectural operations. Most recently, Craig "broke away" from the management of Tampa architecture to manage and grow the Facilities and Construction Management Services department. As a "longtimer" at GLE, Craig utilizes his knowledge of the company's portfolio in assisting with business development.



Ginny Lemen, Corporate Administrator, 17 Years of Service

Like most GLE employees, Ginny has worked in various positions during her 17 years of employment. When she first started working with Bob Greene, the president of GLE, it was in his asbestos abatement company, CBG Environmental, Inc. The knowledge that she gained during that period was immeasurable. It wasn't long before the abatement company was put to rest and she joined GLE. Over the years, Ginny has become the 'go to' person for most anything in the company and oversees human resources, administration, IT and laboratory services.

The one thing Ginny can say for certain is that she loves the company, the people and the diverse services GLE offers. Bob Greene has been a mentor and a friend to her throughout the past 17 years and she is grateful for the opportunity he's given her and so many others. Ginny has enjoyed watching employees grow as individuals; starting in entry-level positions and developing into senior management. Ginny is optimistic about the company's future success.



James Elliott, PE, CIAQP, LAC, LEED AP, Director of North Florida Operations, 15 Years of Service

Jim graduated from Florida State University in 1993 with a degree in Civil Engineering and began his career with GLE shortly thereafter as a staff engineer in the Tampa office.

Over the next five years, Jim gained a broad background of experiences within the facilities and environmental consulting fields. Jim moved to Jacksonville in 1999 to start operations in North Florida for GLE and currently serves as the Director of North Florida Operations, overseeing the Jacksonville and Gainesville offices for the company. Building the operation from the ground up has been a major challenge in Jim's life. He is very grateful for the opportunities that he has been given since the day he started with GLE and looks forward to greater challenges in the future.



Craig Gardei, AIA, LEED AP, Director of Facilities and Construction Management Services, 17 Years of Service

Craig Gardei, a University of Florida graduate, manages GLE's Facilities and Construction Management Services group. As a 17-year employee with GLE, Craig has been "exposed" to most of the services that the company



Douglas Roberts, IT Manager, 15 Years of Service

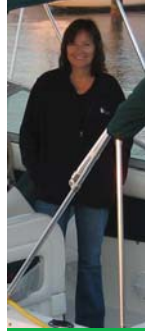
Doug joined GLE over 15 years ago, fresh out of college. He graduated with a Mechanical Engineering degree from the University of Florida, but soon put his IT knowledge to work. In fact, when the network crashed not too very long after he joined GLE, he spent 24 hours trying to get it back up and running; which thankfully he did. Since that time, he has perfected his craft and now keeps everything flowing seamlessly. Doug definitely is the 'go to' guy on any IT needs whatsoever.



Roy McFarland, Jr., Environmental Scientist, 14 Years of Service
Roy has worked in the asbestos, environmental and lead-based paint consulting field since 1993. Why has Roy been at GLE for so long? Because he loves the company, the people and working with clients out in the field.



Edmund Smith, CHMM, Tampa Department Manager of Environmental Sciences, 12 Years of Service
Ed graduated from Florida State University in 1996 and is working on his 12th year at GLE, his first job out of college. Ed presently manages the Environmental Services department and several nationwide private retail and financial clients. He has successfully performed and managed a myriad of environmental, industrial hygiene and construction projects for GLE. He attributes his tenure with the firm due to the wide variety of services that GLE offers and the opportunity to work on various multifaceted projects.



Michael Madonna, Senior Project Manager, 10 Years of Service
Mike Madonna graduated from St. Francis College in Loretto, PA. He has extensive experience with contamination assessments/site assessment reports (SARs), tank closure assessments and Phase I and Phase II Environmental Site Assessments (ESAs). Additionally, he has provided hazardous waste classification, disposal services and work-site monitoring on multiple environmental assessment/remediation projects.





Hot Projects!

Over the past twenty years, GLE has had many notable and interesting projects that have helped make our company what it is today. Some of these projects have helped launch a new service line, or brought on more employees to service. It would get way too hot in here to name them all, so here are a few to get you sizzling.

USF Florida Mental Health Institute: GLE provided design through construction administration services for interior renovations to this two story, on-campus, medical facility that included more than 220,000 square feet of interior renovation asbestos abatement and roof replacement.

THAT'S HOT!

- First true architecture project for GLE
- Started as a simple roof replacement project, however the roof deck contained asbestos fireproofing that required abatement and remediation
- Completed all work activities while over 400 residents, staff, and students occupied the building

Jackson Memorial Hospital: GLE has held an environmental term contract with Jackson Memorial Hospital (JMH) since 1990. During this time, GLE has performed over 210 projects related to indoor air quality, asbestos consulting and preparation of contamination assessment plans.

THAT'S HOT!

- "Oldest" continuous GLE client

Hillsborough County School District: GLE served as the school district's environmental consultant under an IDIQ contract from 1991 to 1999. Hillsborough County is one of the largest school districts in the State of Florida and GLE managed over 1,600 separate projects, including asbestos, lead-based paint, radon, IAQ, emergency response, environmental consulting, and traditional architecture/engineering.

THAT'S HOT!

- Won initial contract to survey/re-inspect all schools for asbestos through a hard bid
- One of our biggest clients at the time, GLE grew our staff from 5 to 15 to service this contract
- Rigorous scheduling - our company President even had to perform air monitoring over many winter breaks!

Prototype Middle Schools: GLE developed four prototype Middle Schools: Azalea, Dunedin, Safety Harbor and Martha B. King, for the School Board of Pinellas & Manatee Counties. Each project was unique and exciting for GLE.



Sears Holdings Corporation: Since 1993, GLE has served as the primary facilities and environmental consultant for Sears Holdings Corporation in the southeast United States, where we have been responsible for overseeing environmental and building sciences operations in approximately 1,400 facilities, encompassing over 200 million square feet. GLE has performed over 2,000 projects for Sears, including full-facility surveys, remediation design, on-site project management, and operations and maintenance training for in-house employees.

THAT'S HOT!

- This contract launched GLE's Orlando Environmental division
- Since 1993, this client has had only four GLE client managers, three of which are still with the firm
- GLE also provides Sears with a rapid response team of professionals to evaluate and assess facilities post catastrophic events, such as floods, hurricanes and tornadoes

Orange County Public Schools: Through continuing service contracts, GLE provided consulting services representing Orange County Public Schools (OCPS) interests in the completion of capital construction projects. Working with OCPS Planning and Construction personnel, GLE provided Programming services, preparing Scopes of Service for renovation and additions construction projects. In addition, GLE acted as the A/E of record for more than 10 different OCPS projects providing a full range of services. Each of these projects required GLE personnel to provide daily construction administration services.

THAT'S HOT!

- This contract started GLE's Orlando Architecture division

Various Insurance Companies: GLE has provided mold consulting services for over 1,000 water damage and mold claims in response to Hurricanes and/or flood damage in Florida, Texas, Illinois, Wisconsin and Southern California for various Major Insurance Companies.

THAT'S HOT!

- These projects demonstrated our ability to quickly mobilize and provide assessments of over 150 sites per month
- Our multi-disciplinary services allowed us to address many pertinent issues including Cause & Origin and Water Loss Assessments during these catastrophes

General Growth Properties: GLE served as the primary environmental program manager for a large petroleum hydrocarbon remediation conducted at a major shopping mall property located in the Southeastern United States. A phased remedial plan was designed and executed to address existing petroleum hydrocarbon contamination at the site while simultaneously minimizing disruption to the planned site development work. GLE also provided hazardous materials characterization and abatement management services associated with the decommissioning and demolition of an approximate 150,000-square foot building located on the property.

THAT'S HOT!

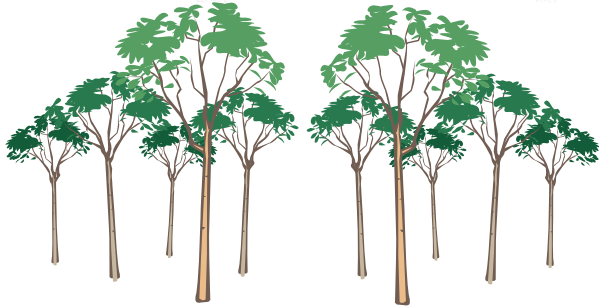
- Performed multiple Site Assessments and prepared a voluntary phased remedial plan with minimal disruption
- Supervised excavation of approximately 42,260-tons of petroleum impacted soil
- Monitored the recovery of 4,561 pounds of petroleum hydrocarbons (approximately 753 equivalent gallons of gasoline) during the 12 Enhanced Fluid Recovery (EFR®) events performed during the project



The Nature Conservancy



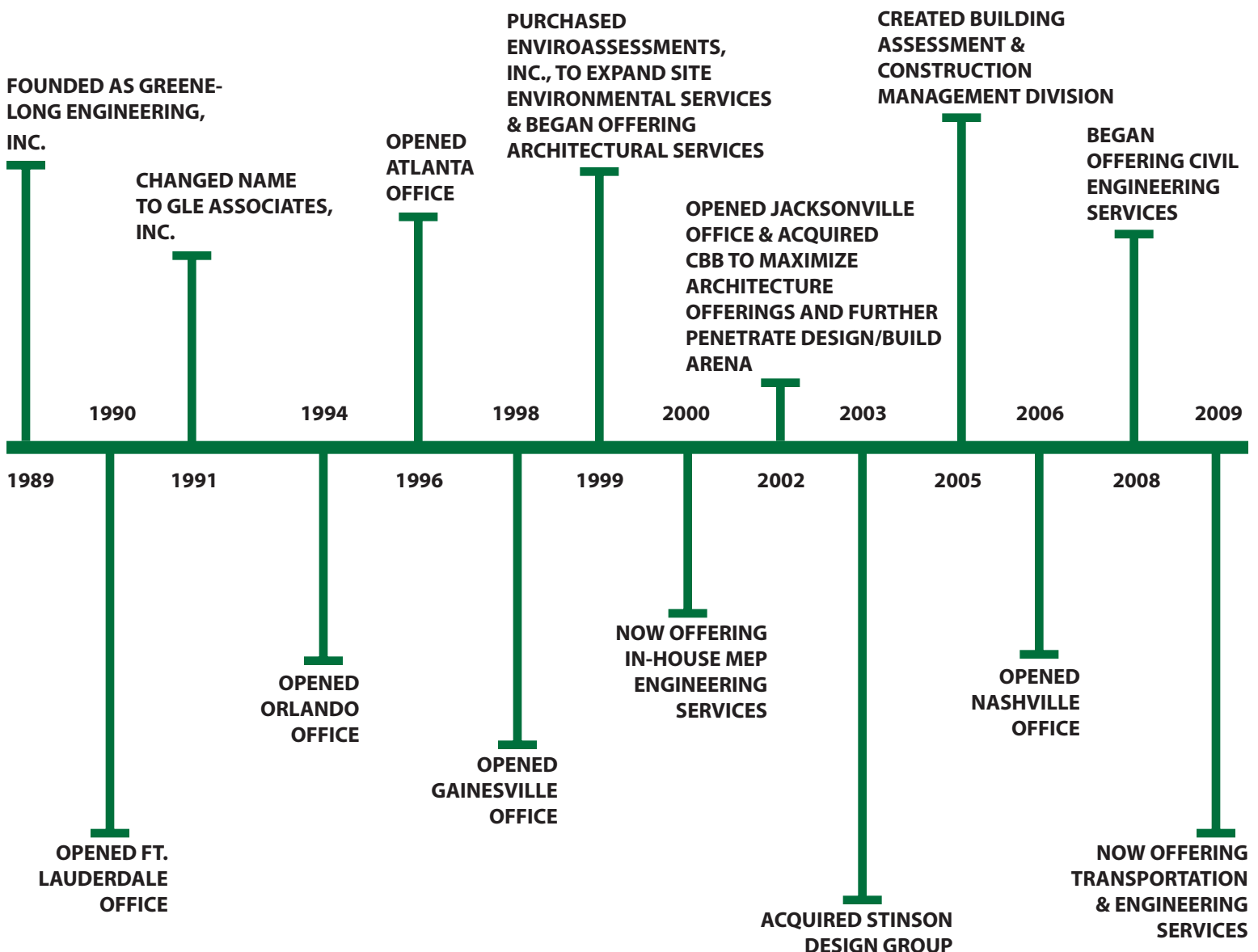
Protecting nature. Preserving life.™



Join us in helping the Nature Conservancy Plant a Billion Trees in The Atlantic Forest of Brazil. Take our Industry Survey and GLE will donate a dollar for every completed survey, one dollar plants one tree, help ensure the health and survival of the natural world.

Go to www.gleassociates.com and fill out our Industry Survey, we will also send you the results of our survey at close! Express your opinions on today's industry and the future to come!

20 Years in the Making



JUST A REMINDER!

GLE's vast service lines have been the result of the changing marketplace over the last 20 years, we can assist you in many areas!

Environmental Services:

Building Sciences and Remediation Services

GLE is a leading expert in building sciences, helping clients solve challenging issues with asbestos, indoor air quality, mold, lead-based paint and radon. Our team of environmental professionals, engineers and architects provide the following services:

- o Facility surveys and inspections
- o Laboratory analyses
- o Operations and maintenance plans
- o Risk management/hazard assessment
- o Training
- o Abatement design and project management
- o Turnkey abatement

Site Environmental Assessment and Remediation Services

We have extensive experience addressing site environmental issues of any size or complexity, including hazardous wastes, soil, groundwater, wastewater and underground storage tanks. Our site environmental services include:

- o Environmental due diligence
- o Contamination assessments
- o Environmental engineering
- o Remediation design
- o Turnkey remediation and construction
- o Operations and maintenance

Architecture and Site Design Services

- o Architecture
- o Master planning
- o Land planning
- o Space planning
- o LEED consulting/adaptive reuse

Engineering Services

- o Mechanical engineering
- o Electrical engineering
- o Civil engineering

Catastrophe and Insurance Services

- o Cause and origin investigations
- o Wind and water loss evaluations
- o Fire damage and loss assessments

In the aftermath of catastrophes and other disasters, you can depend on GLE to quickly mobilize personnel and equipment to the field and maintain communications in any environment.

Occupational Health and Safety Services

- o Industrial hygiene
- o OSHA compliance
- o Health and safety training

Construction Management Services

- o Owner's representative services
- o Plan and cost reviews
- o Construction inspections
- o Construction funds control
- o Program management
- o Construction management for a fee

Building Assessment Services

- o Property condition assessments
- o ADA surveys
- o Roof consulting
- o Forensic A&E

With GLE, you have a single partner who can evaluate your buildings and properties, identify issues of potential concern and develop cost-effective solutions that can be implemented immediately.



Thank you!