

The below is my recommendation for each Project Engineer available for the position on the Luhrs Project.

*Project Engineer A – Thomas Edison*

I would like to review staffing the job with Thomas as a AS who will help train and transition Kate into the go to PE on the Luhrs project and then move into his full time AS role. At Hensel Phelps our culture is to “Train your replacement” so this would be good for Thomas to excel in teaching Kate while quickly getting him into an AS role.

*Project Engineer B – Kate Nielson*

Staff the job with Kate. She is ready for a promotion and with Thomas nearing a promotion this would be a good way to train his replacement and get both Thomas and Kate moving forward in their careers.

*Project Engineer C – Thao Wong*

Review extending the TDY or full-time transfer with Norcal. Thao has been successful in Norcal and has mentioned he would like to move back home. Since Western District does not have an available position at this time both Norcal and Western could benefit and keep Thao close to home.

*Project Engineer D – Samara Fingston*

Review with Samara a full-time district transfer. It seems like this would be best for her in her inconvenient situations. While she was a great FE/OE, it is important that our employees stay happy and actively involved while at work. With a change of scenery closer to her loved ones Samara hopefully will become engaged again at work.

*Project Engineer E – Peyton Manning*

Utilize Peyton in estimating to assist in procurement efforts. Peyton mentioned that he was looking to change environments; so, giving him a chance to gain additional experience within the estimating department would be the ideal spot for him. This could help him learn “The Hensel Phelps Way” since he has already spent 4 years with another GC.