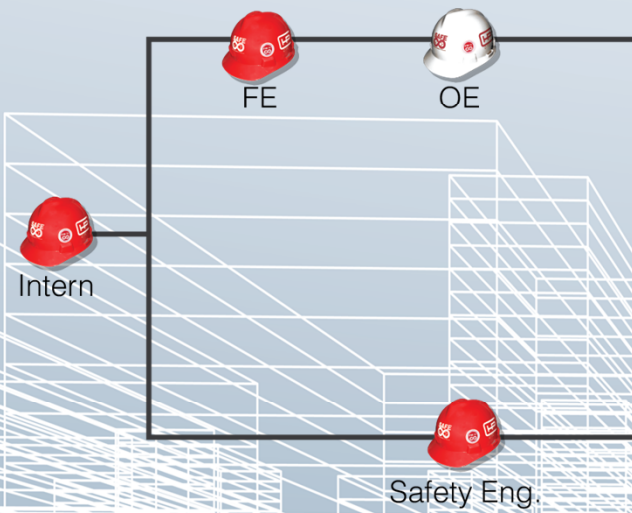























CAREER PATHS



 PE  AS			FIELD OFFICE	 PS	 GS
				 PM	 OM
 QC Eng.	 QC Lead Eng.	 QC Mgr.	 QC Director		
 Est.	 Lead Est.		 Sr. Est.  Chief Est.		
 VDC Eng.	 Lead VDC Eng.	 VDC Mgr.	 VDC Director		
 Safety Mgr.	 Sr. Safety Mgr.		 Safety Director		

* Above are options showing sample career paths. Each individual's progression may vary.