

**PROFESSIONAL SERVICES AGREEMENT**  
**(Architects, Engineers, Land Surveyors, Landscape Architects)**  
**BETWEEN THE CHELAN DOUGLAS REGIONAL PORT AUTHORITY**  
**AND BERRY, DUNN, MCNEIL, & PARKER, LLC**

THIS AGREEMENT is made by and between the CHELAN DOUGLAS REGIONAL PORT AUTHORITY, a Washington municipal corporation (the "Port"), and Berry, Dunn, McNeil & Parker, LLC (the "Consultant"). The Port and the Consultant are referred together as "Parties" or individually as "Party."

**RECITALS**

WHEREAS, the Port is presently engaged in a qualifications-based solicitation process for a consultant to provide consulting services for the proposed Regional Sports Complex Feasibility Study project and desires to retain a consultant to perform the services as described in this Agreement; and

WHEREAS, the Consultant participated in said qualifications-based solicitation process and has represented to the Port that the Consultant has the requisite training, skill, and experience necessary to perform the services and is appropriately accredited and licensed by all applicable agencies and governmental entities;

WHEREAS, the Port desires to retain the Consultant to perform the services and Consultant agrees to perform the services;

NOW, THEREFORE, in consideration of the mutual promises set forth herein, it is agreed by and between the Parties as follows:

**AGREEMENT**

1. **Retention of Consultant - Scope of Services.**
  - A. The Port hereby retains the Consultant to provide professional services ("Services") as defined in this Agreement and as necessary to accomplish the scope of Services attached hereto as **Exhibit A** and incorporated herein by this reference as if set forth in full. The Consultant shall furnish all Services, labor, and related equipment necessary to conduct and complete the Services, except as specifically noted otherwise in this Agreement. Consultant will perform all Services consistent with recognized standards of professionals in the same locality and involving similar conditions.
  - B. It is recognized that the Consultant may or will be performing professional services during the term of this Agreement for other parties; however, such performance of other services shall not conflict with or interfere with the Consultant's ability to perform the Services. The Consultant agrees to resolve any such conflicts of interest

in favor of the Port. The Consultant confirms that it does not have a business interest or a close family relationship with any Port officer or employee who was, is, or will be involved in the Consultant's selection, negotiation, drafting, signing, administration, or evaluating the Consultant's performance.

**2. Compensation.**

- A. The Port shall pay the Consultant an amount not to exceed a maximum amount and according to a rate or method as described on **Exhibit B**, attached hereto and incorporated by this reference. The Consultant's staff and billing rates shall be as described on **Exhibit B**. The Consultant agrees that any hourly or flat rate charged by it for its Services contracted for herein shall remain locked at the negotiated rate until completion of the Services. Except as otherwise provided in **Exhibit B**, the Consultant shall be solely responsible for the payment of any taxes imposed by any lawful jurisdiction as a result of the performance and payment of this Agreement. The Consultant shall not bill for Consultant's staff not identified or listed in **Exhibit B** or bill at rates in excess of the hourly rates shown in **Exhibit B**, unless the Parties agree to a modification of this Agreement, pursuant to Section 21 herein.
- B. The Consultant shall submit monthly invoices to the Port after such Services have been performed, and a final bill upon completion of all the Services described in this Agreement. The Port shall pay the full amount of an invoice within thirty (30) days of receipt. If the Port objects to all or any portion of an invoice, it shall so notify the Consultant of the same within fifteen (15) days from the date of receipt and shall pay that portion of the invoice not in dispute, and the Parties shall immediately make every effort to settle the disputed portion.

**3. Relationship of Parties.** The Parties intend that an independent contractor-client relationship will be created by this Agreement. As the Consultant is customarily engaged in an independently established trade which encompasses the specific service provided to the Port hereunder, no agent, employee, representative or subconsultant of the Consultant shall be or shall be deemed to be the employee, agent, representative or subconsultant of the Port. In the performance of the Services, the Consultant is an independent contractor with the ability to control and direct the performance and details of the Services, the Port being interested only in the results obtained under this Agreement. None of the benefits provided by the Port to its employees, including, but not limited to, compensation, insurance, and unemployment insurance are available from the Port to the employees, agents, representatives, or subconsultants of the Consultant. The Consultant will be solely and entirely responsible for its acts and for the acts of its agents, employees, representatives and subconsultants during the performance of this Agreement. The Port may, during the term of this Agreement, engage other independent contractors to perform the same or similar work that the Consultant performs hereunder.

**4. Duration of Work.** The Port and the Consultant agree that the Services will begin



on the tasks described in **Exhibit A** immediately upon the effective date this Agreement as stated in Section 22. The Parties agree that the Services described in **Exhibit A** shall be completed by February 14, 2024; provided however, that additional time shall be granted by the Port for excusable delay or extra work.

**5. Termination.** The Port reserves the right to terminate this Agreement at any time, with or without cause, upon thirty (30) days written notice to the Consultant. Any such notice shall be given to the address specified in Section 16. In the event that this Agreement is terminated by the Port without cause, a final payment shall be made to the Consultant for all Services performed. No payment shall be made for any Services completed after thirty (30) days following receipt by the Consultant of the notice to terminate. In the event that Services of the Consultant are terminated by the Port for cause, the amount to be paid shall be determined by the Port with consideration given to the actual cost incurred by the Consultant in performing the Services to the date of termination, the amount of Services originally required which would satisfactorily complete it to date of termination, whether that service is in a form or type which is usable to the Port at the time of termination, the cost of the Port of employing another firm to complete the Services required, and the time which may be required to do so.

The Port may terminate this Agreement immediately if the Consultant fails to maintain required insurance policies in Section 8, or violates Section 6; and such may result in ineligibility for further Port agreements. In the event Consultant violates the terms of this Agreement, the Port shall provide written notice of the violation to the Consultant. If Consultant does not cure the alleged violation in fifteen (15) business days, the Port shall have the right to terminate the Agreement.

**6. Non-Discrimination.** The Consultant agrees not to discriminate against any customer, employee or applicant for employment, subcontractor, supplier or materialman, because of race, color, creed, religion, national origin, marital status, sex, sexual orientation, age or handicap, except for a bona fide occupational qualification. The Consultant understands that if it violates this provision, this Agreement may be immediately terminated by the Port, where such termination shall be deemed "for cause," and that the Consultant may be barred from performing any services for the Port now or in the future.

**7. Indemnification.**

- A. The Consultant shall defend, indemnify and hold the Port, its officers, officials, employees and volunteers harmless from any and all claims, injuries, damages, losses or suits, arising out of or resulting from the actual or alleged negligent acts, errors or omissions of the Consultant in performance of this Agreement, to the extent that Consultant is responsible for such claims, injuries, damages, losses or suits on a comparative basis of fault and responsibility..
- B. Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from

the concurrent negligence of the Consultant and the Port, its officers, officials, employees or volunteers, the Consultant's liability hereunder shall be only to the extent of the Consultant's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the Consultant's waiver of immunity under Title 51 RCW, solely for the purposes of this indemnification. **This waiver has been mutually negotiated by the Parties.**

- C. The provisions of this Section shall survive the expiration or termination of this Agreement.

**8. Insurance.**

- A. The Consultant shall procure and maintain for the duration of the Agreement, insurance against claims for injuries to persons or damage to property which may arise from or in connection with the Consultant's own Services including the work of the Consultant's agents, representatives, employees, subconsultants or subcontractors.
- B. Before beginning its Services on the project described in this Agreement, the Consultant shall provide evidence, in the form of a Certificate of Insurance, of the following insurance coverage and limits (at a minimum):
  - 1. Business auto coverage for any auto no less than a \$1,000,000 each accident limit, and
  - 2. Commercial General Liability insurance no less than \$1,000,000 per occurrence with a \$2,000,000 aggregate. Coverage shall include, but is not limited to, contractual liability, products and completed operations, property damage, and employer's liability, and
  - 3. Professional Liability insurance with no less than \$1,000,000 per occurrence. All policies and coverages shall be by an 'A' rated company licensed to conduct business in the State of Washington. If such coverage is written on a claims made form, then a minimum of a three (3) year extended reporting period shall be included with the claims made policy, and proof of this extended reporting period provided to the Port.
- C. The Consultant is responsible for the payment of any deductible or self-insured retention that is required by any of the Consultant's insurance. If the Port is required to contribute to the deductible under any of the Consultant's insurance policies, the Consultant shall reimburse the Port the full amount of the deductible within ten (10) working days of the Port's deductible payment.
- D. The Chelan Douglas Regional Port Authority, Port of Chelan County, and Port of Douglas County shall be named as additional insureds on the Consultant's



commercial general liability policy. This additional insured endorsement shall be included with evidence of insurance in the form of a Certificate of Insurance for coverage necessary in this Section 8B. The Port reserves the right to receive a certified and complete copy of all of the Consultant's insurance policies upon request.

- E. Under this Agreement, the Consultant's insurance shall be considered primary in the event of a loss, damage or suit. The Port's own comprehensive general liability policy will be considered excess coverage with respect to defense and indemnity of the Port only and no other party. Additionally, the Consultant's commercial general liability policy must provide cross-liability coverage as could be achieved under a standard ISO separation of insured's clause.
- F. The Consultant shall request from his insurer a modification of the ACORD certificate to include language that prior written notification will be given to the Port at least thirty (30) days in advance of any cancellation, suspension or material change in the Consultant's coverage.
- G. The Consultant's maintenance of insurance as required by this Agreement shall not be construed to limit the liability of the Consultant to the coverage provided by such insurance, or otherwise limit the Port's recourse to any remedy available at law or in equity.

**9. Ownership and Use of Work Product.** Any and all documents, drawings, reports, and other work product produced by the Consultant under this Agreement shall become the property of the Port upon payment of the Consultant's fees and charges therefore. No work product produced by the Consultant, in whole or in part, under this Agreement shall be the subject of an application for copyright by or on behalf of Consultant. The Port shall have the complete right to use and re-use such work product in any manner deemed appropriate by the Port, provided, that use on any project other than that for which the work product is prepared shall be at the Port's risk unless such use is agreed to by the Consultant.

**10. Port's Right of Inspection.** Even though the Consultant is an independent contractor with the authority to control and direct the performance and details of the work authorized under this Agreement, the work must meet the approval of the Port and shall be subject to the Port's general right of inspection to secure the satisfactory completion thereof. The Consultant agrees to comply with all federal, state, and municipal laws, rules, and regulations that are now effective or become applicable within the terms of this Agreement to the Consultant's business, equipment, and personnel engaged in operations covered by this Agreement or accruing out of the performance of such operations.

**11. Records.** The Consultant shall keep all records related to this Agreement for a minimum period of six (6) years following completion of the work for which the Consultant is retained. The Consultant shall permit any authorized representative of the

Port, and any person authorized by the Port for audit purposes, to inspect such records at all reasonable times during regular business hours of the Consultant. Upon request, the Consultant will provide the Port with reproducible copies of any such records. The copies will be provided without cost if required to substantiate any billing of the Consultant, but the Consultant may charge the Port for copies requested for any other purpose.

**12. Non-Disclosure of Confidential Information.**

- A. **Disclosure of Confidential Information.** From time to time, the Port may disclose Confidential Information to the Consultant. The Consultant will: (a) limit disclosure of any Confidential Information to its directors, officers, employees, agents or representatives (collectively “**Representatives**”) who have a need to know such Confidential Information in connection with the current or contemplated Services to which this Agreement relates, and only for that purpose; (b) advise its Representatives of the proprietary nature of the Confidential Information and of the obligations set forth in this Agreement, require such Representatives to be bound by written confidentiality restrictions no less stringent than those contained herein, and assume full liability for acts or omissions by its Representatives that are inconsistent with its obligations under this Agreement; (c) keep all Confidential Information strictly confidential by using a reasonable degree of care, but not less than the degree of care used by it in safeguarding its own confidential information; and (d) not disclose any Confidential Information received by it to any third parties (except as otherwise provided for herein).
- B. **Use of Confidential Information.** The Consultant agrees to use the Confidential Information solely in connection with the performance of the Services and not for any purpose other than as authorized by this Agreement without the prior written consent of an authorized representative of the Port. No other right or license, whether expressed or implied, in the Confidential Information is granted to the Consultant hereunder. Title to the Confidential Information will remain solely in the Port. All use of Confidential Information by the Consultant shall be for the benefit of the Port and any modifications and improvements thereof by the Consultant shall be the sole property of the Port.
- C. **Compelled Disclosure of Confidential Information.** Notwithstanding anything in the foregoing to the contrary, the Consultant may disclose Confidential Information pursuant to any governmental, judicial, or administrative order, subpoena, discovery request, regulatory request or similar method, provided that the Consultant promptly notifies, to the extent practicable, the Port in writing of such demand for disclosure so that the Port, at its sole expense, may seek to make such disclosure subject to a protective order or other appropriate remedy to preserve the confidentiality of the Confidential Information; provided that the Consultant will disclose only that portion of the requested Confidential Information that, in the written opinion of its legal counsel, it is required to disclose. The Consultant agrees that it shall not oppose and shall cooperate with efforts by, to the extent practicable, the Port with respect to any such request for a protective order or other relief.



- D. **Survival of Duty.** Consultant's duty to hold in confidence the Confidential Information that was disclosed during term of this Agreement shall remain in effect for ten (10) years.
- E. **Return of Confidential Information.** The Consultant shall immediately return to the Port or destroy, upon the Port's request, all tangible material embodying any Confidential Information provided hereunder and all notes, summaries, memoranda, drawings, manuals, records, excerpts or derivative information deriving therefrom, and all other documents or materials (and all copies of any of the foregoing, including "copies" that have been converted to computerized media in the form of image, data, word processing, or other types of files either manually or by image capture) based on or including any Confidential Information, in whatever form of storage or retrieval. Notwithstanding the aforementioned, Consultant may retain a copy of the Confidential Information on a confidential basis in accordance with this Agreement: (a) for its own records, internal auditing or legal purposes; or (b) embedded in computer backup archives which are not practicably able to be returned, destroyed or erased.
- F. **Definition of Confidential Information.** For purposes of this Agreement, "Confidential Information" means any data or information that is proprietary to the Port and not generally known to the public, whether in tangible or intangible form, in whatever medium provided, whether unmodified or modified by the Consultant or its Representatives (as defined herein), whenever and however disclosed, including, but not limited to: (a) any marketing strategies, plans, financial information, or projections, operations, sales estimates, business plans and performance results relating to the past, present or future business activities of such party, its affiliates, subsidiaries and affiliated companies; (b) plans for products or services, and customer or supplier lists; (c) any scientific or technical information, invention, design, process, procedure, formula, improvement, technology or method; (d) any concepts, reports, data, know-how, works-in-progress, designs, development tools, specifications, computer software, source code, object code, flow charts, databases, inventions, information and trade secrets; (e) any other information that should reasonably be recognized as confidential information of the Port; (f) any information disclosed to the Consultant by the Port's legal counsel; and (g) any information generated by the Consultant or by its Representatives that contains, reflects, or is derived from any of the foregoing. Confidential Information need not be novel, unique, patentable, copyrightable or constitute a trade secret in order to be designated Confidential Information. The Consultant acknowledges that the Confidential Information is proprietary to the Port and has been developed and obtained through great efforts by the Port.

**13. Work Performed at the Consultant's Risk.** The Consultant shall take all precautions necessary and shall be responsible for the safety of its employees, agents, and subconsultants in the performance of the Services hereunder and shall utilize all protection necessary for that purpose. All work shall be done at the Consultant's own risk, and the Consultant shall be responsible for any loss of or damage to materials, tools, or other articles used or held by the Consultant for use in connection with the work.



**14. Non-Waiver of Breach.** The failure of the Port to insist upon strict performance of any of the covenants and agreements contained herein, or to exercise any option herein conferred in one or more instances shall not be construed to be a waiver or relinquishment of said covenants, agreements, or options, and the same shall be and remain in full force and effect.

**15. Resolution of Disputes and Governing Law.** In the event the Parties cannot agree on any matter set out in this Agreement, they shall consult together and attempt to resolve the dispute. In the event they cannot agree upon a resolution of the dispute, the same shall be settled pursuant to RCW Chapter 7.04, et. seq. except as herein modified. Such arbitration shall be before one disinterested arbitrator, if one can be agreed upon, otherwise before three disinterested arbitrators, one named by the Port, one by the Contractor, and one by the two thus chosen. If all arbitrators have not been appointed within fifteen (15) calendar days after demand for arbitration, then either side may apply to the Chelan County Superior Court, upon ten (10) calendar days written notice to the other, for appointment of the necessary arbitrators remaining to be appointed, and the judicial appointment shall be binding and final. The arbitrator or arbitrators shall determine the controversy in accordance with the laws of the State of Washington as applied to the facts found by him/her or them. The arbitrator or arbitrators may grant injunctions or other relief in such controversy or claims. The decision of the arbitrator or arbitrators shall be final, conclusive and binding on the Parties and a judgment may be obtained in any court having jurisdiction.

**16. Written Notice.** All notices required to be given by either Party to the other under this Agreement shall be in writing and shall be given in person or by mail to the addresses set forth below. Notice by mail shall be deemed given three (3) business days after the same is deposited in the United States mail, postage prepaid, addressed as provided in this paragraph.

Chelan Douglas Regional Port Authority:  
Atten: Stacie de Mestre  
One Campbell Pkwy, Suite A  
East Wenatchee, WA 98802

Consultant:  
Atten: Charles Snow  
2211 Congress Street  
Portland, ME 04102

**17. Subcontracting or Assignment.** The Consultant may not assign or subcontract any portion of the Services to be provided under this Agreement without the express written consent of the Port. This Agreement is made and entered into for the sole protection and benefit of the Parties hereto. If the Port gives its consent to any assignment, the terms of this Agreement shall continue in full force and effect and no further assignment shall be made without additional written consent. Subject to the foregoing, the rights and obligations of the Parties shall inure to the benefit of and be binding upon their respective successors in interest, heirs and assigns. No other person or entity shall have any right of action or interest in this Agreement based on any provision set forth herein.

**18. Attorney's Fees.** In the event it is necessary for either Party to utilize the services of an attorney to enforce any of the terms of this Agreement, such enforcing Party shall be entitled to compensation for its reasonable attorneys' fees and costs. In the event of litigation regarding any of the terms of this Agreement, the substantially prevailing Party shall be entitled,



in addition to other relief, to such reasonable attorneys' fees and costs as determined by the court.

**19. Interpretation.** This Agreement and any other documents related to it will be interpreted in a fair and neutral manner, without favoring one Party over the other. No provision of this Agreement or any other document related to it will be interpreted for or against any Party because the provision was drafted by the Party or its legal representative.

**20. Severability.** If a court of competent jurisdiction finds any provision in this Agreement to be invalid or unenforceable as to any person or circumstance, such finding shall not render that provision invalid or unenforceable as to any other persons or circumstances. If feasible, any such offending provision shall be deemed modified to be within the limits of enforceability or validity; however, if the offending provision cannot be so modified, it shall be stricken and all other provisions of this Agreement in all other respects shall remain valid and enforceable.

**21. Entire Agreement.** The recitals are incorporated into this Agreement by this reference. This Agreement represents the entire integrated agreement between the Port and the Consultant, superseding all prior negotiations, representations or agreements, written or oral. This Agreement may be modified, amended, or added to, only by written instrument properly signed by both Parties hereto.

**22. Execution and Effective Date.** Each individual executing this Agreement on behalf of the Port and the Consultant represents and warrants that such individual is duly authorized to execute and deliver this Agreement. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and with the same effect as if all Parties hereto had signed the same document. All such counterparts shall be construed together and shall constitute one instrument. The date upon which the last of both of the Parties have executed a counterpart of this Agreement shall be the "date of mutual execution" hereof and shall be construed as the "effective date" of the Agreement.

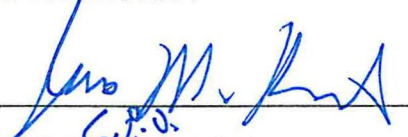
IN WITNESS WHEREOF, the Parties have executed this Agreement on the following dates:


DATED 4/17/2023

DATED 4/6/2023

CHELAN DOUGLAS REGIONAL  
PORT AUTHORITY

BERRY, DUNN, MCNEIL,  
& PARKER, LLC

By:   
Its: C.R.P.A.

By:   
Its: Charles Snow, Principal

Contract Number: 2023-05

## **EXHIBIT A – Scope of Services**



# Regional Sports Complex Feasibility Study

## Scope of Work

### **PHASE I – Complete by September 30, 2023**

1. Executive Summary
2. Existing Conditions
  - a. Public Facilities
  - b. Private Facilities
3. Demographics
  - a. Gap Analysis on Available Data
  - b. Population Growth
  - c. Age Distribution
  - d. Residents with Disabilities
4. Market Analysis
  - a. State of Aquatics and Athletics in Region
  - b. Participation Estimates
  - c. Aquatic and Athletics Trends
  - d. Market Segments
  - e. Aquatic and Athletic Event Analysis
  - f. Projected Return on Investment/Economic Impact (completed by economic specialist/consultant)
5. Public Input
  - a. Steering Committee
  - b. Focus Groups
  - c. Public Interest Survey(s) (Statistically Valid)

### **PHASE II – Complete by February 14, 2024**

6. Goals and Objectives (Based on data from Phase I)
7. Regional and Local Facility Comparison
  - a. Size and Features
  - b. Feasibility to Support Existing Local Facilities
    - i. Financial/Operational Support
    - ii. Ownership
8. Facility Options, Programs, and Capital Costs (Facility options may change based on data collected in Phase I)
  - a. Sports Complex and Aquatic Center
    - i. Baseball 4-Plex, Sport Courts, Turf Fields, etc.
    - ii. Indoor Olympic Size Pool
    - iii. Leisure and Therapy Pools – Indoor/Outdoor
  - b. Year-Round Aquatic Center
    - i. Indoor Olympic Size Pool
    - ii. Leisure and Therapy Pools – Indoor/Outdoor
  - c. Outdoor Aquatic Center
    - i. Outdoor Olympic Size Pool

# Regional Sports Complex Feasibility Study

## Scope of Work

- ii. Leisure and Therapy Pools – Outdoor
- 9. Site Analysis
  - a. Possible Sites
  - b. Required Infrastructure Improvements
- 10. Estimated Financial Performance of Each Facility
  - a. Operational Assumptions
    - i. Opportunities to Improve Revenue
    - ii. Alternates to Control Cost
  - b. Financial Performance of Other Aquatics and Athletic Facilities
  - c. Revenue and Attendance Projections
  - d. Expenditure Projections
  - e. Demand Projection Analysis
- 11. Economic Impact of Each Facility
  - a. Events, Jobs, Catalyze Other Development
  - b. Impact on Small Surrounding Communities
- 12. Funding Options
  - a. Voter Approved Funding Options
    - i. Regional Aquatics District
    - ii. Public Facilities District
    - iii. Levy
    - iv. Public Development Authority
  - b. Capital Funding Sources
    - i. Private Fundraising
    - ii. Corporate Gifts and Sponsorship (Naming Rights)
    - iii. Private Foundation Grants
    - iv. Public Grants

### **PHASE III (Not in Contract)**

- 13. Survey of Voter Support (By Others)



Contract Number: 2023-05

**EXHIBIT B – Compensation and Billing Rates**



March 30, 2023

Attention: Stacie de Mestre  
Public Works and Capital Projects Manager  
Chelan Douglas Regional Port Authority  
1 Campbell Parkway, Suite A  
East Wenatchee, WA 98802

Dear Stacie de Mestre:

Thank you for providing BerryDunn with the opportunity to submit cost information on how our team may assist Chelan Douglas Regional Port Authority (CDRPA) in conducting a Regional Sports Complex Feasibility Study project. We appreciate the time you have taken to discuss CDRPA's goals for this project, and we look forward to moving forward in partnership.

Below, we detail the costs associated with our work plan described in our Statement of Qualifications dated February 23, 2023, which align and adhere to the scope details provided by CDRPA.

Phase	Task	Task Description	Cost
Phase 1	Task 1	Initial Project Planning	\$20,903
	Task 2	Competitive Analysis	\$16,990
	Task 3	Market Analysis	\$13,560
	Task 4	Engagement	\$31,624
Phase 2	Task 5	Site Analysis and Concept Plans	\$126,100
	Task 6	Financial Modeling	\$48,000
	Task 7	Draft, Final Plans, Presentations, and Deliverables	\$41,804
<b>Total</b>			<b>\$298,981</b>

We value CDRPA's openness and flexibility in discussing our proposed services. No matter how many organizations we assist, we will always take care to ensure the experience is tailored to the nuanced needs and resources of our clients.

Should you have any questions or wish to discuss CDRPA's needs in more detail, please feel free to contact me directly using the information provided below.

Sincerely,

**Chad Snow, Principal**  
Chief Operating Officer, Consulting Services Team  
207-541-2294 | csnow@berrydunn.com

