



*Engineering Enterprises, Inc.*

January 17, 2020

**Re: Leadership Changes at Engineering Enterprises, Inc.**

Dear Colleagues and Friends:

We have made some leadership changes at EEI that I want you to be aware of. As you know, I have served as President and CEO of EEI for several years. Starting in 2020 my new role at EEI will be Chairman of the Board and Principal Engineer. As they say, "time and the tides wait for no man". Recently, it became an opportune time to transfer day to day control of the organization to the next generation of leaders at EEI. Brad Sanderson will be the President and Chief Operating Officer (COO) and Jeff Freeman will be Chief Executive Officer (CEO). Denise Migliorini will continue in her role as Chief Financial Officer (CFO). These individuals have demonstrated over their careers' their commitment to the values that have made EEI a leader in providing engineering services to our clients. I am confident that EEI will soar to new heights under their leadership and we will stay committed to our core values.

I also would like to announce that we have added three new shareholders, Steve Dennison, Michele Piotrowski and Julie Morrison. If you have worked with these individuals, you certainly know why they were chosen. For those of you who have not worked with them, they are all leaders in the Engineering community and represent our core values in the truest fashion. We are very pleased to have them on our leadership team.

I plan to stay involved in EEI. I will continue to be involved in the organizations and committees that I have served on and will continue in those roles. While EEI will be under new leadership, I will transition into my new role and will apply my experience and contacts to continue to support our clients and partners.

Lastly, I am pleased to announce that my longtime friend and partner David Burroughs will be retiring from EEI effective January 30, 2020. Dave has been a critical part of EEI for 26 years. Dave's many accomplishments are too numerous to chronicle in this letter. I will simply say, all of us are better for knowing and working with Dave. He is a trusted friend and colleague and he will be missed by all of us.

Sincerely,

Engineering Enterprises, Inc.

Peter G. Wallers, P.E., CFM  
Chairman