

# VACo Associate Members

## 2016 PRODUCTS AND SERVICES CATALOG

# VACo ASSOCIATE MEMBERS

VACo's Associate Membership Program is the most efficient and cost-effective way to showcase your company to decision makers from Virginia's 95 counties. This relationship can play a major role in your marketing efforts, and it benefits counties by identifying potential partners in a broad range of services.

VACo believes that developing a strong relationship with the private sector and other public sector organizations is beneficial not only to counties, but also to the people of the Commonwealth.

For more information on VACo's Associate Member program or to apply for membership, see our [Associate Member Brochure & Application](#).

# The Associate Members

A low-angle photograph of a modern building with a large, cantilevered concrete overhang against a clear blue sky. The building's facade is composed of light-colored, textured panels. The overhang is prominent, creating a strong geometric shape. The sky is a deep, clear blue.



**A. Morton Thomas and Associates, Inc.**  
**Consulting Engineers**

AMT, an *Engineering News Record* Top 250 Firm and a *ZweigWhite Hot Firm*, provides multidisciplinary services including engineering, environmental, landscape architecture, surveying and construction administration and inspection. We work in the Eastern Region of the United States for a variety of public and private clients. More than 400 strong, AMT is committed to maintaining our reputation by teaming with our employees, clients and community to provide high-quality, sustainable projects. We utilize the best engineering practices, scientific principles and management solutions allowing us to deliver high-quality, ecologically conscious and cost effective projects on time and within budget.

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**Processes. Products. People.**

**Data. Voice. Video.**

Advanced Network Systems helps organizations achieve their goals and solve business challenges with the right information technology. We combine our expert knowledge with extensive industry resources to offer our clients a tailored mix of network design, integration and support services that will achieve the right business outcome.

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Advantus Strategies provides connectivity between the public sector and business service providers to maximize opportunities, promote creative business solutions and most importantly, to provide value for all parties. We deliver extensive experience, counsel and consulting to government and businesses on innovative technology solutions, environment and regulatory matters, infrastructure and transportation, economic development, and public and legislative advocacy. Our veteran team understands the dynamics of local and state government, anticipating issues and enabling creative and effective solutions. Advantus works with government and industry leaders to identify emerging challenges and opportunities and then provide strategic direction and solutions.

The Advantus team is dedicated to helping organizations do more with less in this competitive global economy.

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## **Providing insurance since 1853**

Founded in 1853 in Hartford, Connecticut, Aetna is one of the nation's leading providers of health care, dental, pharmacy, group life, and disability insurance, and employee benefits.

## **Our work and activities**

We serve employers, individuals, college students, part-time and hourly workers, and government employees, and the community at large. We are dedicated to helping people achieve health and financial security.

We put information and helpful resources to work for our members to help them make better-informed decisions about their health care.

We work hard to improve health care in America. We want make sure health care is affordable and of good quality for all. Read about [our plan to transform health care in America](#).

## **Innovative products and services**

Aetna continually develops new products and services that will have a positive impact. We:

- Offer a broad range of insurance and employee benefits products.
- Were the first national, full-service health insurer to offer a consumer-directed health plan.
- We continue to lead the way with our full line of consumer-directed health care products.
- Offer a wide array of programs and services that help control rising employee benefits costs while striving to improve the quality of health care, such as case management; disease management and patient safety programs; integrated medical, dental, pharmaceutical, behavioral health and disability information.
- Provide members with access to convenient tools and easy-to-understand information that can help them make better-informed decisions about their health and protect their finances against health-related risks.

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**Now celebrating its 20th anniversary, AIS Network takes businesses and governments to the cloud. AISN is the premier provider of eGov hosting services to the Commonwealth of Virginia. We also serve federal, state and local governments as well as major corporations and other large enterprises throughout North America.**

Few IT companies can claim the title of “hosting pioneer,” and AISN claims it proudly. We have been recognized as a leader in the managed hosting industry for two decades.

The company was founded in 1993, before the commercial Internet took off. In the early days, AISN performed site networking, application development and client network support. As Internet adoption spiked, we cultivated a specialty in customized managed hosting services – and our company took off. Our reputation for reliability and incomparable client support helped us to become a leader in today’s hosting industry.

Today, AISN delivers dependable, 100 percent SLA-guaranteed, SSAE 16 Type II-compliant managed hosting for mission-critical applications, data and online businesses. Our hosting clients typically have extremely demanding customization, security, compliance and responsiveness requirements—especially those in the government, health care, pharma and financial services industries. Making them happy is our specialty.

Unlike many cloud hosting companies, AISN personalizes client service at every level. Our high standards of responsiveness inspire full confidence that mission-critical data, applications and email are in reliable hands.

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# ALL POINTS BROADBAND

*Live Connected.*

**We work with counties to bring unlimited, affordable broadband to underserved areas.**

**In addition to public private partnerships, we expand broadband in your area through investing in existing Internet service providers.**

**Our customers include everyone from high-tech businesses to community anchor institutions to rural homesteads.**

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**Anderson & Associates** is a progressive employee-owned professional services design firm specializing in civil and environmental engineering, surveying, and planning.

Since 1968, A&A team members have served as planners, designers, stewards, and advocates for institutional, municipal, state, industrial, and private sector clients.

A&A is headquartered in Blacksburg, Virginia, and emphasizes responsiveness and close attention to client needs through its employee-owners and four offices in Virginia, West Virginia, and North Carolina. Anderson & Associates is “**focused on service, focused on you.**”

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# AQUALAW

**AquaLaw PLC** –Our seven attorney team serves localities and authorities on water, wastewater and stormwater matters. Frequent projects include plans, permits and contracts for the development and use of water infrastructure, regulatory strategy, day-to-day compliance counseling, DEQ/EPA enforcement defense and negotiations, nutrient trades, local ordinances, ratemaking, other utility matters and related litigation and legislative matters.

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**Arcadis** is the leading global Design & Consultancy firm for natural and built assets. Applying our deep market sector insights and collective design, consultancy, engineering, project and management services, we work in partnership with our clients to deliver exceptional and sustainable outcomes throughout the lifecycle of their natural and built assets. We are 27,000 people active in over 70 countries that engineer systems to provide clean drinking water and make rivers clean, bring roadways to operation, and deliver buildings for communities where people live, work, learn, play, and regain health. Arcadis. Improving quality of life.

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At Assura, our focus is to help our clients identify and manage risks to their business while navigating through the complex maze of regulations. Assura is revolutionizing the field of risk management. We focus on:

- Helping clients safeguard their businesses;
- Making sure clients achieve and maintain compliance with applicable regulations; and
- Determining required investment in risk management.

### **Is Your Business At Risk?**

Our suite of services includes:

- Risk and Crisis Management
- Regulatory Compliance
- Audit and Audit Defense
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- Information Security
- Business Continuity and Continuity of Operations

Call us today at **866.672.8714 ext. 322** to find out how Assura can help you turn your risk management investment into reward.

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## *Atlantic Geotechnical Services* **Inc.**

**Atlantic Geotechnical Services, Inc.** - Geotechnical engineering services, construction materials testing services (including special inspections), and environmental site assessment. Work under term contracts with several counties; performing services for buildings, roads, dams, retaining walls, landfills, etc.

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**Austin Brockenbrough & Associates, LLP** - Multi-disciplined professional services firm providing full-service engineering and architectural services, including civil, MEP, structural, architectural, subsurface utility engineering, and surveying. Specialties are building systems, site development, water-wastewater, utilities, transportation, petroleum, tank and piping inspections. LEED accredited personnel. SWaM certified.

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**Ballou Justice Upton Architects** is the successor firm of Ballou, Justice & Upton and Associates, Architects, and Carneal & Johnston. With the merger of these two firms, boasting nearly 100 years of experience, we have an excellent reputation for providing architectural and engineering services utilizing innovative technology and state-of-the-art design. Design excellence is the hallmark of this organization. Many Virginia education, county administration and privately owned facilities carry the Ballou Justice Upton Architects signature of quality. Our work has included multi-disciplined efforts in expansion, additions renovations, and new construction in all facets of architectural design. Ballou Justice Upton Architects consists of experienced and recognized leaders in architectural design, planning, interior design, project management and construction administration. Our team combines their talents to offer an *Owner Oriented* approach to providing professional services.

Our Architects have extensive experience in all facets of architectural design. Our firm accomplishes its goals by providing a commitment to quality architectural and engineering services and by meeting time and budget demands. Ballou Justice Upton Architects has designed a wide variety of projects including schools K-12, office and corporate, medical, college and university, government, and industrial facilities.

Ballou Justice Upton Architects is a Virginia architectural firm. We have designed major icons in Virginia which have stood the test of time as well as architecturally distinguished. From the beginning, our firm built an early reputation by designing important, enduring structures. Our commission list reads like a historic document for Virginia. From fish markets and stables in 1907 to the current adaptive reuse and renovation of the Finance Building....Ballou Justice Upton Architects has a history in Virginia that cannot be matched.

Please visit our [Project Portfolio](#) for examples of the high standard of quality Ballou Justice Upton puts into each and every job.

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ARCHITECTURE  
INTERIORS  
LANDSCAPE  
CAMPUS PLANNING

**BCWH** is a full-service architecture, interiors, landscape and campus planning firm with a diverse body of work in a wide variety of architectural contexts. BCWH exists for collaborative place-making experiences that enrich and inspire. The firm seeks to provide innovative design solutions that are appropriate to the place, the client, the function and the budget.

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# **BELFOR**

## **PROPERTY RESTORATION**

BELFOR is the worldwide leader in disaster recovery and property restoration. We quickly analyze and restore damage of every kind and on any scale resulting from man-made or natural disasters. We enable business and private customers to overcome the consequences of damage quickly, smoothly and cost effectively.

BELFOR invests every effort in minimizing business interruptions and getting things back to normal. We draw on more than 35 years of experience, use the latest technical equipment and employ highly qualified people. After all, our assignment is more than just a job: the survival of your assets is at stake. BELFOR is available 24 hours a day, seven days and week. Our operations are strategically placed across the Commonwealth, ready to respond at a moment's notice.

When disaster strikes, stay calm, call BELFOR.

BRISTOL-RICHMOND-VIRGINIA BEACH-STERLING

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# Bowman

## CONSULTING

**At Bowman Consulting**, we create communities that work by providing comprehensive civil engineering, planning, landscape architecture, surveying, environmental, and geothermal services. In addition to our leading edge technical expertise, we possess in-depth knowledge of local building and development regulations, and have extensive and longstanding relationships with key decision makers in all the areas that we serve.

We offer the depth of resources that one expects from a large design firm. At the same time, we operate with a degree of flexibility typically found only in boutique firms. Led by many of our fields' most respected professionals, we attract and retain the industry's best and brightest.

Bowman Consulting is also well-balanced. Understanding and anticipating market conditions, using our skills and experience, and mobilizing a thoughtful and determined business development effort, we diversified our client base. We pursued opportunities in many markets, and broadened our client portfolios beyond residential work.

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Branch Highways is an employee-owned company and a member of The Branch Group. Office locations include our headquarters in Roanoke, VA and regional offices in Manassas, VA and Cary, NC. For over 50 years, Branch Highways has provided full service heavy highway, civil, and environmental construction services to hundreds of public and private clients. Our knowledge of the Mid-Atlantic and Southern Regions gives us an advantage in finding cost-effective, quality solutions while eliminating risks.

Branch Highways participates in a comprehensive safety program managed by our Director of Safety and Risk, as well as his staff of safety professionals. Our culture revolves around safety being an ethical obligation and is embraced by all members of the organization.

Since 1996, Branch has continuously been ranked in the ENR Top 400. Our unmatched track record for delivering successful projects is the result of getting the job done the right way- *safely, on time, and on budget.*

#### PROJECTS

- Design Build
- Site Development
- Department of Transportation
- Municipal
- Higher Education
- Environmental
- Airports
- Landfills

#### EXPERTISE

- Roads
- Highways
- Utility Installations
- Bridges
- Dams
- Reservoirs
- Landfills
- Rail
- Energy

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**Center for Innovative Technology** - CIT's broadband initiatives help jurisdictions develop strategies and locate funding to install broadband technologies into under served areas, especially those communities that are undergoing economic transformation.

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# LibraryPoint.org

Central Rappahannock Regional Library is a public library. The CRRL offers diverse services to the people of the City of Fredericksburg and the Counties of Stafford, Spotsylvania and Westmoreland.

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**CHRISTIAN & BARTON, LLP**  

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**ATTORNEYS AT LAW**

Christian & Barton, LLP, is a broad-based civil practice law firm in Richmond. Our attorneys have extensive experience representing public authorities, cities, counties and towns on a wide range of energy and financing issues. Our particular expertise includes electricity, natural gas and water public utility rates, service issues, franchise negotiations, siting of lines and facilities, and valuation and taxation of utility property; contracting and public procurement; acquisition, leasing, zoning and development; economic development, financing and bond issuance; and general matters.

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# CIRRUSWORKS

Next-Generation Bandwidth Management

CirrusWorks is a Virginia-based company with offices in Falls Church and Danville, building products that improve Internet performance while minimizing IT costs. As a partner to several Virginia technology resellers, CirrusWorks works with clients in K-12, higher education, local government and government agencies.

Their flagship product, the CirrusWorks Governor, makes real-time decisions about your network traffic to ensure that your bandwidth is always being used to its fullest potential. The results are a faster, more stable Internet connection, and happier users. The Governor installs in minutes, does not require dedicated IT staff, and works with your existing equipment, saving you time, money and resources.

If your organization frequently experiences slow Internet, choppy video calls, disrupted connections or other network performance issues, contact CirrusWorks for a free trial.

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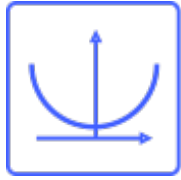




Corvias Solutions (Corvias), a division of [Corvias Group](#), helps cities and counties solve their stormwater compliance responsibilities while providing services designed to improve the local economy, community and environment.

Corvias Solutions is a results-oriented company committed to helping our partners solve their toughest stormwater and infrastructure challenges through a proven public-private partnership (P3) model. Corvias Solutions (Corvias), a division of the Corvias Group, helps public sector institutions meet their regulatory obligations and solve their environmental, energy, and infrastructure challenges using an inclusive and innovative design, build, and construct model that emphasizes community priorities, sound program execution, and long-term sustainable reinvestment.

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coshxlabs

# Design and Development Powerhouse

We Solve Your Toughest Tech Problems

## Get Started

Get the Coshx Powerhouse onboard to solve your tech problems. Whether a simple application or a complex scaling and compliance issue, we want to learn about it while getting to know you and your organizational goals. We are not faceless mercenaries, but a talented team of superheroes that wants to help our clients succeed.

## Planning & Process

We like to get our hands dirty. We'll meet at the whiteboard to map out the issues and solutions and challenge preconceived notions. Through this process, we gain a clear direction for both the product and the development team. We'll capture your organizational goals and priorities into a set of user stories. Your product will be built and delivered in short cycles for testing and feedback, this iterative approach is critical to success.

## Design

This is where form and function meet. Tools are only powerful if people use them. We work together with you to design intuitive, powerfully simple User Interface and User Experience (UI/UX) designs. Our designers are artists, and our developers are craftsmen. Your web or mobile application will look as good as it feels.

## Going Live

Getting your technology out there in the hands of your users is the name of the game. We will make sure the launch to live goes smoothly from the first version of a test application to a scaled-up version that serves your growing user base. We work alongside you as we learn from your users and analytics about how the product is performing. Let us sweat the technical details to keep you on the path to optimal performance and service to your communities.

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[CoshxLabs Portfolio](#)



**Cost Control Associates** recovers refunds and identifies savings from your existing utility and telephone providers. Their work is conducted on a contingency fee basis, with no initiation fee and no cost if unsuccessful. Items covered include incorrect rates charged, billing for unused or disconnected services, non compliance with contract rates, incorrect taxes and surcharges, and many others. They have worked with over 600 municipalities throughout the USA, including a success rate of over 85 percent with their Virginia based counties and cities.

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## Company Overview

CSX is a leading supplier of rail-based freight transportation in North America. But there's more to CSX than you might expect. Discover what we're doing for our customers, environment and communities.

## Powered by Principles

What we believe in shapes who we are and what we do every day. Learn what pushes us to be the best freight transportation company we can be.

## CSX Leadership

Our success continues today thanks to the leadership of some of the industry's best and brightest. See who is behind How Tomorrow Moves.

## Projects and Partnerships

CSX is vital to the long-term security and vitality of the U.S. economy. See how our involvement with other companies, as well as state and federal governments, is helping to protect a prosperous future for us all.

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**Datawiz Corporation**, a CMMI Level II firm, has achieved its fame in the Federal Agencies as agile, robust, efficient and cost effective small business.

Datawiz has been awarded by Inc. 500 as one of the fastest growing firm in last few years.

Since its' inception in 1999, Datawiz has been a trusted partner to its customers in achieving their mission successfully. With our years of experience in Building, Securing and Managing IT infrastructure Datawiz has contributed significantly to its customer in strategic thought processes to define an IT road map to achieve their vision.

By helping our customers keep their vision ahead of the technology curve but at the same time addressing their day to day technology challenges, has helped us cultivate a partnership that perfectly aligns to achieve similar goals.

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# Dewberry®

**Dewberry** is a leading, market-facing firm with a proven history of providing professional services to a wide variety of public- and private-sector clients. Recognized for combining unsurpassed commitment to client service with deep subject matter expertise, Dewberry is dedicated to solving clients' most complex challenges and transforming their communities. Established in 1956, Dewberry is headquartered in Fairfax, Virginia, with more than 40 locations and 2,000 professionals nationwide.

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Dickenson County Industrial Development Authority - Dickenson County is an excellent location for your business. We offer a trainable, productive workforce with a very strong work ethic and the ability to adapt to any situation. An abundance of available land and a pro-business attitude make Dickenson County an outstanding location for expanding or relocating your business. Dickenson County offers a rich and rewarding home for both businesses and families.

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ENGINEERS / ARCHITECTS / PLANNERS

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Whether it's a study, renovation or a brand new building, DJG has the capabilities and skills to design any project. Being a full service multi-discipline firm, we have all of our services under one roof which means easy coordination and simple scheduling.

Founded in 1978, we are an award-winning engineering, architecture, and planning firm located in Williamsburg, VA. We offer services to Clients from federal, state and local governments, as well as private companies throughout Virginia. We've designed a variety of projects, including public safety buildings, public works complexes, courthouses, office buildings, and maintenance facilities.

We are certified as a Small Business by the Virginia Department of Minority Business Enterprise. 30% of our staff are LEED APs which makes it easy to incorporate sustainable design features, wherever practical. This helps to reduce long-term energy, operating costs and maintenance; as well as the project's impact on our environment.

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**Dominion** is an electric utility and energy company.

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# Draper Aden Associates

*Engineering • Surveying • Environmental Services*

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Each day gives us an opportunity to leave our mark on the world. Creating a Lasting Positive Impact through engineering, surveying, and environmental expertise is the primary focus of Draper Aden Associates. With over 40 years of experience providing civil, environmental, geotechnical, solid waste, and structural engineering; surveying and subsurface utility engineering; site planning and engineering; and construction inspection services throughout Virginia, we are more than just a set of plans; we are a way to achieve.

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At Energy Systems Group (ESG), energy efficiency, modernized infrastructure, clean energy and smart financial planning are not only the outcomes of the solutions we provide, they serve as the foundation of our [strategic vision](#) and [sustainability goals](#).

Energy Systems Group, an award-winning energy services provider, specializes in developing sustainable energy solutions which allow building owners to maximize their energy efficiency and operational performance, while reducing their carbon footprint.

Energy Systems Group is accredited by the National Association of Energy Service Companies ([NAESCO](#)) as an energy services provider. ESG's comprehensive offering includes facility-wide audits, energy and facility project development, engineering and design services, implementation, financing, operations and maintenance services and measurement and verification of savings.

Through our core business of [performance contracting](#) and extensive network of utility partnerships, ESG provides [innovative solutions](#) for the modernization of buildings and energy infrastructures in the government, education, healthcare and commercial sectors. ESG also designs, builds and operates [waste-to-energy facilities](#) and [cogeneration plants](#) and offers a full range of [renewable energy](#) technology solutions such as solar, wind and geothermal.

Since 1994, the development of long-lasting and trusting relationships continues to be the foundation of our business. ESG has developed over \$2 Billion in facility improvements and energy efficiency projects for over 340 customers in the [education](#), [healthcare](#), [commercial](#), [local, state](#) and [federal government](#) sectors.

### Energy Systems Group Helps Customers

- Reduce operating costs
- Rebuild aging infrastructure
- Modernize their old buildings
- Improve comfort and productivity
- Become energy efficient
- Lower greenhouse gas emissions
- Reduce carbon footprints
- **Become Green**

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# ENGLISH

English Construction Company, Inc. is a fourth-generation family-owned business established in 1909. English provides construction services throughout the Mid-Atlantic states including general contracting, monumental and institutional buildings, historic restoration and renovation, water filtration and wastewater treatment plants, transportation, infrastructure and utility work, as well as industrial work including power plants.

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GKY & Associates, Inc. is a Virginia SWaM certified small business specializing in water resources and environmental service consulting for public and private sector clients throughout the Commonwealth and across the nation. GKY was founded in 1975 as a specialized civil engineering, computer modeling, and environmental science firm. Initial company projects supported numerous federal agencies in the areas of water quality, computer modeling, and transportation-related hydraulic guidance.

Since then, GKY has expanded its business to developing practical solutions to challenging problems in the areas of water quality, water resources, hydrology, hydraulics, and environmental analysis. GKY's extensive water resources and environmental services experience includes:

- Stormwater management engineering
- Hydrologic and hydraulic modeling
- Clean Water Act compliance planning and program implementation, including MS4 and TMDL programming
- Wetland delineation and VMRC/DEQ/USACE permitting assistance
- Watershed management plans and studies
- Stormwater Best Management Practices (BMPs) design and engineering.
- GIS/GPS systems and mapping
- Bathymetric surveying and dredging plans
- Virginia dam safety compliance consulting
- Reservoir and river modeling
- Water supply planning
- Water quality and erosion and sediment control training

GKY is headquartered in Chantilly, Virginia, and has an additional office in Richmond, Virginia.

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Goodwill of Central and Coastal Virginia is part of a growing network of 164 Goodwill organizations throughout the world. Each Goodwill organization operates independently, with local staff and a local volunteer board of directors. This structure allows each organization to address the unique community workforce needs of the individuals and businesses in their designated territory. Goodwill of Central and Coastal Virginia serves 39 cities and counties throughout Hampton Roads and Central Virginia.

*We believe that work is the foundation for empowered individuals, stable families and prosperous communities. Through donations to our stores, financial contributions and contract services, we earn revenue to reinvest in the preparation and ongoing support to secure employment for those with challenges to work.*

We help job seekers and businesses. We deliver our mission through customized job search training, skills training, employment placement and other services. Our focus is on helping individuals with challenges to secure and maintain employment. We take great pride in bringing work-ready individuals and businesses together. To achieve our vision, we focus on long-term employment solutions by addressing our clients' practical issues while inspiring their hope and self-confidence.

To fund our mission, we collect donated clothing, household items, computers and furniture to sell in our 32 retail stores, 3 outlets and at our weekly auctions. In addition, we provide business services including document destruction, temporary staffing services, and other contract services to public and private business and government. Each of our business units earn revenue, while serving as front line training for job skills.

In 2015, we served over 16,000 in our Community Employment Centers and placed over 2600 individuals into employment.

Read more about **our mission, vision and core values** and just a few of our **success stories**.

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**Our business is changing lives... helping people help themselves through the power of work.**



GovDeals is a state-of-the-art auction service that allows VACo members to conduct online transactions of surplus, abandoned and confiscated equipment and property via the Internet.

Not only can VACo members list their items for sale immediately as they are declared surplus, but they are instantly exposed to a large group of registered buyers interested in government surplus.

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GovDeals also offers onsite training, ongoing help desk support, asset promotion and press release assistance to all VACo members. For more information, visit [www.govdeals.com](http://www.govdeals.com).

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# Greehan, Taves, Pandak & Stoner

**Greehan, Taves, Pandak & Stoner, PLLC** represents local governments and other governmental agencies in Virginia in areas of municipal/local government law, with a focus on land use and zoning, personnel, public safety, public-private partnerships/ economic development and real estate tax assessment matters. The firm handles both trial and appellate litigation in federal and state courts, drafting of ordinances, negotiation of agreements, and provision of legal advice as outside counsel.

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HBA Architecture & Interior Design’s reputation is defined by the success of every project we deliver. When our clients entrust us with the critical task of creating quality, sustainable architecture, we achieve that goal through innovative thinking, exceptional design and unmatched client service.

Founded on the principles of integrity and excellence, HBA remains committed to providing solutions that enhance our clients’ lives and businesses, our community, and the environment. Since 1974, HBA has pursued these goals, and takes pride in the successes that have earned us a well-respected name throughout the region.

As we have grown, we have achieved a reputation as a hands-on, proactive firm that consistently provides creative design solutions, on-time and within budget. We are comprised of individuals with the expertise to manage your project, offering services in architecture, interior design, facilities consulting, interior architecture, planning, and sustainable design. With our expansive professional and technical resources, we are able to guide a project from design, to construction, to occupancy. This comprehensive approach allows HBA to help clients plan make design choices that account for later needs. Because of our commitment to client service, our repeat client base is approximately 90%.

HBA has been recognized by numerous local, regional, and national committees for excellence in design development and commitment to the community: The City of Virginia Beach Planning Commission, Hampton Roads Association for Commercial Real Estate, the National School Board Association, and the Department of Defense. Additionally, HBA has been chosen as one of the “Best Places to Work in Hampton Roads” by Inside Business Magazine three separate times.

HBA specializes in new design as well as renovation, repair, and rehabilitation of existing structures. Project types include: **Commercial** (financial, industrial, corporate, interiors, retail, and mixed-use); **Community** (learning, civic, multi-family residential, recreational, religious, healthcare, recreation and entertainment); and **Government** (federal/ Department of Defense).

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Howard Shockey & Sons, Inc. is a 120-year old general contracting and construction management firm headquartered in Winchester, Virginia. The firm provides pre-construction and construction services on a broad range of education, healthcare, institutional, civic and industrial projects throughout the mid-Atlantic region, primarily in Virginia, Maryland and West Virginia.

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**Hurt & Proffitt** (H&P) is a SWaM certified small business with offices located in Lynchburg, Norfolk, and Wytheville, Virginia. H&P provides civil engineering, land development, surveying, environmental, geotechnical investigations, and construction testing & inspection. Our services also include water and wastewater design, stormwater management, funding application assistance, geographic information systems (GIS), cultural resources, LEED® sustainable design, environmental permitting, dam engineering, construction administration and other related services. Our integrity, attention to detail, vast experience, and commitment to professional standards have helped make us one of the top engineering and surveying firms in the Commonwealth of Virginia.

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## A 501(c)(3) Nonprofit, Built on Government Partnership

IBTS is a non-profit specializing in services for the built environment primarily provided to local, state and federal government. As a non-profit, IBTS operates as a non-biased third party offering verification for our clients, tailoring our services for the needs of jurisdictions. Some services Counties use IBTS for include:

### **Building Department Services**

- Design Review and Plan/Peer Review
- Building Inspection/Quality Assurance
- Flood Plain Management
- Education and Training of Building Officials

### **GOVmotus Permitting Software**

- Complete online building permit software
- Online contractor's portal
- Online applications, payments, drawing submittals, reviews, and inspections requests
- Automated notification via text message and emails of:
  - Plan reviews
  - Permit issuance
  - Inspection reports
  - Certificate of occupancy issuance
- Document management system
- Automated fee calculation
- Data consistency

### **Disaster Management**

- Pre-Mitigation Disaster Planning
- Disaster Recovery Efforts

### **Community Development**

- CDBG
- Energy Services

For a full list of services, visit [www.ibts.org](http://www.ibts.org).

IBTS's work is guided by a [Board of Directors](#) consisting of representatives of five national associations: [National League of Cities \(NLC\)](#) | [National Association of Counties \(NACo\)](#) | [International City/County Management Association \(ICMA\)](#) | [National Governors Association Center for Best Practices \(NGA Center\)](#) | [Council of State Governments \(CSG\)](#)



**Johnson Controls** improves customers' buildings and infrastructure by making them more efficient, safe and productive. Johnson Controls is a world leader in providing infrastructure improvements with economic impact. Johnson Controls assists county governments in maximizing their budgets by renewing facility and county infrastructure, optimizing operations, reducing the environmental impact of facilities and providing secure environments for constituents and employees. We help county governments address immediate and long-term needs through our sustainable construction, renovation, and operations programs, as well as facility services. Johnson Controls evaluates and can guarantee the benefits the improvements generate, which may allow improvements to essentially pay for themselves. Johnson Controls has more than 2 billion square feet of facilities under management worldwide and has saved customers \$16.76 billion in the last decade. Founded in 1885, Johnson Controls has 300 worldwide locations and 118,000 employees.

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Keystone Information Systems, Inc., provides a comprehensive and fully integrated software solution for the Financial, Payroll, HR, Tax and Revenue administration of small to medium sized Virginia county governments and school divisions.

We have a growing base of representative Virginia installations which include proven modules for use in Real Estate Appraisal, Building Permitting, Utility Billing, all COR functions and all Treasurers and Collections needs.

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## **Our Team**

We have found that a strong staff is essential to providing the quality our clients expect. Our Team includes former finance officers, former insurance carrier marketing representatives and underwriters; and, former school superintendents.

Our in-house service staff reduces customer work by building communication materials, updating websites, planning and executing enrollments, and addressing employee questions and claims issues. We can handle the HR function for you at no additional cost. The result is a tremendous savings of time and people resources.

## **Our Mission**

Mark III Employee Benefits is a true broker independent of the insurance companies. Because we work for our clients, we have the flexibility to change products and services to best meet the needs of the employees and employer. Our commitment is to high quality service and the best insurance solution.

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# McGUIREWOODS

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**McGuireWoods LLP** is a full service law firm with practice areas including public finance, employment law, litigation, environmental, taxation and employee benefits and many other areas of interest to local governments.

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Since 2000, Milestone Communications has specialized in developing stealth wireless infrastructure in partnerships with local governments, generating millions of dollars by leasing government, park and school properties.

Based in Reston, VA, Milestone has developed and managed over 40 wireless towers in the Washington D.C. region and manages over 600 locations in public – private partnerships in Fairfax, Prince William, Loudoun, and Frederick County, MD.

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**MILLER, EARLE & SHANKS, PLLC**  
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Miller, Earle & Shanks has worked with local governments, national organizations and lectured nationwide to various professional groups. The Firm has experience in a broad range of local governmental boards as counsel to Counties and Towns at the request of elected officials.

Miller, Earle & Shanks offers their clients prompt, efficient and cost-effective legal service. With a listing in the *Martindale-Hubbell Law Directory*, the Firm has achieved an “a.v.” rating awarded by other practicing attorneys.

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# MOSELEYARCHITECTS

Moseley Architects is a full-service design firm, who over the past decade have designed and provided construction administration services for clients in the Mid-Atlantic region, including more than 100 local governments; more than 30 higher education institutions; and more than 85 school districts.

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Multi-Bank Securities, Inc. (MBS) is an independent, veteran-owned fixed-income securities broker-dealer that has been serving institutional investors across the U.S. since 1988. MBS has an impeccable customer compliance record and is licensed in all 50 states.

MBS is proud that the Virginia Association of Counties (VACo), in its continued partnership with the National Association of Counties (NACo), has endorsed eConnectDirect® as an essential online investment solution to help Virginia county finance directors manage their fixed-income investment needs. This proprietary tool provides finance directors access to thousands of fixed-income offerings and the ability to invest county funds in a more effective and transparent way.



To learn more, visit [www.eConnectDirect.com](http://www.eConnectDirect.com), [www.vaco.org/vaco/partners](http://www.vaco.org/vaco/partners) and [www.naco.org](http://www.naco.org).

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Municode/Municipal Code has served Municipalities across the United States since 1951. Our well known services include: codification, recodification, supplementation, republication, legal review, municodeLEGAL, municodeWEB, municodePAY, eNotify, MunicodeNEXT, OrdBank and CodeBack. Municode is the leading codifier across the country with over 3900 customers/clients, we also have a Virginia regional representative to serve Virginia clients quickly and more efficiently: Scott Horton ([shorton@municode.com](mailto:shorton@municode.com))

In addition to its core business we have 2 additional businesses: MCC Innovations ([www.mccinnovations.com](http://www.mccinnovations.com)) helps create transparency in government with electronic solutions for records management, document management, and legislative management. MCC Advantage ([www.mccadvantage.com](http://www.mccadvantage.com)) specializes in printing and mailing utility/tax statements.



The **National Association of Counties (NACo)** assists America's counties in pursuing excellence in public service by advancing sound public policies, promoting peer learning and accountability, fostering intergovernmental and public-private collaboration, and providing value-added services to save counties and taxpayers money. Founded in 1935, NACo provides the elected and appointed leaders from the nation's 3,069 counties with the knowledge, skills and tools necessary to advance fiscally responsible, quality-driven and results-oriented policies and services to build healthy, vibrant, safe and fiscally resilient counties

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## About NRTC

The National Rural Telecommunications Cooperative (NRTC) represents the advanced telecommunications and information technology interests of 1,500 rural utilities and affiliates in 48 states. We help rural electric and telephone utilities strengthen their businesses with best-fit telecommunications solutions for rural America.

The National Rural Electric Cooperative Association (NRECA) and the National Rural Utilities Cooperative Finance Corporation (CFC) founded NRTC in 1986 to provide products and services specifically developed for rural utilities and their customers.

Some of the many products NRTC provides:

- High-speed Internet access via satellite
- Full-service Internet access and support
- Integrated smart grid technologies
- Energy efficiency solutions
- Mobile phone service
- Wireless technologies
- Long-distance programs
- IP backbone services
- Video programming distribution rights

NRTC helps ensure our members' success by aggregating their individual buying power, negotiating national contracts, and supporting business solutions which expand their service offerings. Member commitment to their communities drives NRTC's focus on bringing advanced telecommunications to rural America.

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# Nationwide<sup>®</sup>

## *On Your Side*

**Nationwide Retirement Solutions** is the leader in the 457 Deferred Compensation marketplace. NRS assists public employees in attaining their retirement savings goals in order to provide for a secure financial future.

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The Northern Shenandoah Valley region encompasses the five counties in the northwest corner of Virginia--Clarke, Frederick, Page, Shenandoah, Warren and all jurisdictions within--as well as the City of Winchester. The NSVRC exists to bring these local governments together to pursue common goals, work together on regional issues and find efficiencies through collaboration.

The Northern Shenandoah Valley Regional Commission is one of 21 planning district commissions established by the Commonwealth of Virginia. Each commission serves a planning district, which is a political subdivision of the Commonwealth chartered under the Regional Cooperation Act. The Regional Commission is made up of elected officials and citizens appointed to the Commission by local governments.



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NXL is a leading group of talented transportation engineers, surveyors, and construction managers who provide their clients with services of the highest caliber.

When I founded NXL in 1989, I vowed to provide “Excellence” in everything we do. That’s why I framed the letter “X”, for “eXcellence” in the center of our company name. It is that pledge for excellence that has transformed NXL into a company with over 100 talented employees providing services on world-class projects throughout the United States and abroad.

What does “Excellence” mean? Our employees know the answer. It means our complete commitment to our clients and our clients’ interests. It means giving our clients much more than they expect. It means that, next time, our clients will think first of NXL.

And that is not a small task. Because although many firms do what we do, our clients tell us that NXL does it better. They become a repeat client. They write unsolicited letters praising our employee’s work. And they refer our firm to others.

That is why, today, many years later, at NXL we are more committed than ever to our original mission to:

- Present our clients with a service that exceeds their expectations for quality, reliability of delivery, and cost.
- Always look out for our client’s best interest.
- Maintain the highest professional and ethical standards.

To continue achieving these goals, NXL will continue to embrace the newest technologies, persist on offering the best training for Personnel, and commit to hiring the most talented individuals who also share our mission

As our company continues to grow, I can assure you that NXL will never sacrifice quality for growth’s sake. That is because quality service is what made NXL what we are today and only quality and our unwavering commitment to excellence and to our clients will fuel NXL’s growth tomorrow.

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## Office of Surplus Property Management

OSPM is a division of the Department of General Services (DGS). OSPM manages the distribution and allocation of usable state and federal surplus property, and services state agencies, local governments, counties, schools, eligible nonprofits and small businesses (SBA 8A). The office also assists state government agencies with the disposal of their surplus property. There are two convenient warehouse locations in Richmond and Wytheville, and Virginians can also shop for surplus at the new OSPM retail store located in Wytheville.



**Piedmont Environmental Council** safeguards the landscapes, communities and heritage of the Piedmont by involving citizens in related public policy and land conservation. Recognized as one of the most effective environmental groups in the country, PEC brings the strengths of a comprehensive strategy to our work of caring for this extraordinary place.

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# Architecture + Planning

**35+ YEARS SERVING VIRGINIA COMMUNITIES...** Founded over 35 years ago, PMA Architecture is a leading design firm involved in community design, architecture, and interior design as well as planning services. PMA Architecture is the winner of the HRACRE Excellence in Development Design Awards program 2014 Jurors' Choice Award.

**WORKING TOGETHER...** We work hand-in-hand with communities and clients from the Blue Ridge Mountains to the Eastern Shore of Virginia on projects which involve preservation of historic communities and the design of new towns, offices, public spaces, and civic buildings for local governments.

**BUILDING CONSENSUS...** PMA provides the creative skills in working with local governing bodies, project committees and citizen groups through design charettes, workshops and public presentations to achieve highly successful projects that build consensus.



JACK STODGHILL, FAICP  
PMA FOUNDER



JEFF STODGHILL, AIA  
PRESIDENT / PRINCIPAL  
**24 YEARS** with PMA



JEFF BOOKWALTER, AIA,  
LEED AP - PRINCIPAL  
**22 YEARS** with PMA



KATIE STODGHILL, AIA,  
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## With over 112 years of experience, Printelect is a full-service elections provider.

From Presidential to Federal, State, County and Municipal elections, Printelect excels in delivering the very best election products and services nationwide while keeping customer service and satisfaction top of mind. With an office in Virginia, our knowledgeable elections staff and superior customer service team provide you, the locality, with individualized attention to meet your unique needs and specifications.

We specialize in:

- **Equipment Sales & Field Services:** Printelect is the exclusive sales and service representative for Election Systems & Software (ES&S) in Virginia. ES&S is the largest voting solutions provider in the United States, with over 60% of the registered voters in America voting on ES&S products. With industry-leading equipment and innovations combined with our decades of experience and expertise, Printelect and ES&S have the ways and means to support election officials. We offer both new and used voting equipment in addition to certified repair and maintenance services.
- **Election Products:** Our all-encompassing product line ranges from accessibility ramps, to ballot bags, to signage for precincts and everything in between. As a turnkey provider, Printelect helps our customers achieve the benefits of streamlined communication, faster delivery, and combination pricing.
- **Ballot Printing:** As one of the largest ballot printers in the country, Printelect is able to offer ballot printing services that are easily scalable to fit each customer's needs. We have the capacity to print one million ballots per week during any election cycle while maintaining the integrity of each ballot. With our extensive equipment knowledge, we are able to test everything from the precision of the format, information, color, image position, to the trim of the ballot.
- **Election Coding:** Election ballot coding is the comprehensive process of creating the appropriate ballot for each locality, based on jurisdictional information. Printelect provides coding services based on our superior level of service and expertise.
- **Mobile Voting Precinct:** Over the past decade, it has become evident that both responsiveness and flexibility in elections are crucial. This need energized the Print*Elect* team to create the Mobile Voting Precinct, a 38-foot custom vehicle equipped with registration desks, individual voting stations, ballot scanners, touchscreens and ADA voting equipment.

With a significant presence in the Commonwealth, our team has an intimate understanding of Virginia elections.

Printelect is a wholly owned subsidiary of the Owen G. Dunn Company, headquartered in New Bern, N.C., with additional operations in Raleigh, N.C. and Richmond, VA.

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**REPUBLIC  
SERVICES**

Our mission is to provide industry-leading solid waste and environmental services that exceed our customers' highest expectations. We offer a safe, respectful and rewarding workplace for our employees as we continue to develop a company dedicated to excellence, environmental responsibility, ethical behavior, and increasing shareholder value.

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**Richmond Regional Planning District Commission** – Planning district commission serving the City of Richmond, Town of Ashland, and the counties of Charles City, Chesterfield, Goochland, Hanover, Henrico, New Kent and Powhatan.

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## A Design Leader

RRMM Architects is recognized as one of the leading, dynamic design firms offering architectural, design build, interior design, and planning services. RRMM Architects is headquartered in Chesapeake, Virginia with additional offices in Roanoke and Richmond. We offer more than 85 talented people at our three locations, with 19 registered architects, three certified interior designers, and 21 LEED Accredited Professionals. We continue to be rated as one of “Virginia’s Architectural Leaders” by Virginia Business Magazine. We are also a National Leader in Retail and Federal building design, holding licenses in 48 states. We were recently recognized by Retail Construction Magazine as being in the top 20 nationally for number of retail stores designed annually.

## Design-Build

We also can provide fully integrated design-build services in which we serve as a single source for your design and construction needs. The advantages of the design-build process are clear and undeniable – it’s efficient, fast, and cost effective. That translates into a greater quality project for you. We currently have general contracting licenses in Virginia and North Carolina.

## Philosophy

Our design philosophy and company focus is Principal-Based Project Services. This approach insures top quality projects that are delivered on time and within budget, and that meet or exceed the needs and expectations of our clients. It also means that what we promise at the beginning is what we deliver at the end – and beyond. Authoritative, comprehensive, and imaginative contributions to your project are the result.

## Studios

Although we are adept in the design of most building types, our recent focus in Virginia have primarily been K-12 schools, Federal and State Agencies, Higher Ed and public safety. However, we continue to provide design services for many other building types including hospitality, religious, multi-family, libraries, long term and short term health-care facilities.

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# SANDS ANDERSON

Sands Anderson, PC, serves local governments throughout Virginia and North Carolina as county, city and town attorneys, special counsel to departments and authorities, and municipal bond counsel and economic development advisors. The firm also offers a comprehensive range of transactional and litigation legal services to businesses, business owners and company executives, financial institutions, governments, healthcare providers, professional service firms and practitioners, individuals and insurers.

Offices available in: Christiansburg ▪ Fredericksburg ▪ McLean ▪ Raleigh, N.C. ▪ Richmond

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**Schnabel Engineering** - Our focus is on solving problems related to the earth and the environment. Schnabel offers highly specialized services in geotechnical engineering, geostructural design, dam engineering, tunnel and underground engineering, environmental and applied geoscience services, construction inspection and testing, and resident engineering services. We draw upon a longstanding tradition of excellence in client service, high quality, and value-added solutions fueled by expertise and experience. You can depend on the people of Schnabel Engineering.

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**Schneider Electric's Energy Solutions Group** is a global specialist in energy management and energy infrastructure improvements. Schneider Electric is leading the industry in smart metering, water & waste water energy improvements, lighting control, sustainable building applications and renewable technologies. We provide solutions in our core competencies: building automation, power distribution, data centers, industrial automation and security automation. Our expertise in these areas provides customers optimal energy and security efficiencies with the associated savings in capital and operating expenses.

Schneider Electric is a leading provider of building management solutions and energy services that deliver measurable business results to customers through an active commitment to help individuals and organizations **"Make the most of their energy"**.

Schneider Electric is an approved Energy Services Company (ESCO) in Virginia for providing Energy Performance-Based Contracting.

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# SIEMENS

Siemens Building Technologies - Energy and Environmental Solutions. As a leading provider of energy and environmental solutions, building controls, fire safety and security systems solutions, Siemens Building Technologies, Inc., makes buildings comfortable, safe, secure and less costly to operate.

Have you wondered how your county is operating? Is energy efficiency a discussion you are having within your leadership team? Siemens can help you with a preliminary assessment of your energy savings potential. From this initial assessment, you will have answers to your energy performance questions from a proven energy partner to many others throughout our Commonwealth.

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# SILLING

ARCHITECTS



Established in 1902, **Silling Architects** is an award-winning practice specializing in courthouse and judicial facility design for county governments throughout Virginia, West Virginia, Ohio, Pennsylvania, Maryland, and beyond. In the past decade our experience includes dozens of county court facility projects totaling over 1 million square feet.



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**Southeast RCAP, Inc.** – Private nonprofit that provides funding for water/waste water to rural Virginia, via county and towns, as seed grants. Loan funds also available towards water/wastewater and housing for community development (not available for individual families). IPR funding for those homeowner-occupied properties lacking bathrooms or incomplete plumbing. Emergency Assistance grants to individual families towards water/wastewater related issues.

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Southern Corrosion, Inc offers custom engineered maintenance programs for water towers, tanks and above ground reservoirs. Engineered tank care includes: custom water tank maintenance contracts, water tank painting restoration and repair, inspections, cleaning and wash outs as well as cell tower analysis.

Our water tank maintenance programs are designed and approved by on-staff engineers. We focus on water tank life and appearance, water quality, and a level of care and attention to detail that is unequalled in the water tank maintenance industry. When a water tank enters our Engineered Tank Care program, we are fully vested in the life and future of that water tank. It's all about maximizing water tank life, keeping water tanks looking their absolute best, and making water tank management cost-effective, simple, and worry-free.

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## Springsted Incorporated

Springsted is an independent public sector advisor offering a full range of financial and management services.

- Public Finance
- Organizational Development & Human Resources
- Housing & Economic Development
- Operational Finance
- Investment Services



Stewart is an engineering, design and planning firm located in Raleigh, Durham and Charlotte, N.C. and Richmond, Va., serving clients throughout the southeastern United States. Founded in 1994 by Willy E. Stewart, PE, and enhanced by a merger with Richmond, Virginia based H&G Landscape Architects, the firm has more than 130 employees. Stewart is owned by a select group of professionals who are personally involved in our clients' projects.

Stewart provides services in a variety of markets within the public and private sectors. Clients include education, healthcare, institutions, municipalities, architects, departments of transportation and the federal government, as well as commercial, retail, residential and mixed-use developers.

The firm is a certified Historically Underutilized Business (HUB) with the State of North Carolina through the Statewide Uniform Certification (SWUC) program. The firm is also a certified Small, Women, and Minority (SWaM) owned business with the Commonwealth of Virginia, as well as a certified Small Professional Services Firm (SPSF) with the North Carolina Department of Transportation.

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**SunTrust Bank** is a complete banking service provider for companies, consumers, governments and nonprofits. We offer a range of proven business solutions, including financing, deposits and investments. Our governmental relationship managers focus exclusively on meeting the unique needs of local governments in Virginia, and have the experience and expertise to create tailored solutions that support your short and long term financial goals.

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Practical Solutions, Exceptional Service

**TECTONIC Engineering Consultants, PC (Tectonic)** is a multi-disciplined engineering firm established in 1986, employing a staff of over 500 professionals comprised of civil, structural, environmental, geotechnical engineers, geologists, scientists, surveyors, planners, and construction inspectors. The depth of experience combined with the multi-faceted capabilities of our staff presents a company that is highly qualified to accomplish projects from inception to completion.

Our approach to the management and administration of these projects is grounded in basic practiced strategies which have proven to deliver successful products time and again. TECTONIC has been in business for over twenty-nine years with a reputation for offering professional quality services to its clients, ranking in the top 200 of the Top 500 ENR engineering design firms since 2001.

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“I want to make a difference, I know our Board of Supervisors works very hard, but are we really creating real lasting results for the citizens?”

You as a county Supervisor ran for office, because you want to make a difference and create lasting results. Once elected and on a Board of Supervisors, it can become challenging as your views and vision are now mixed with the views and vision of the rest of the Supervisors on the board. Many ask: What can we do about this? How can we get things done?

### **Clear Vision and Direction Critical to the Success of the County**

Developing a clear vision and direction for your county is essential. (Developing direction, along with the role of approving a budget, and the supervision of chief administrator, is the Board’s central role.) The Direction is needed to create lasting results and is also needed for the success of the other roles.

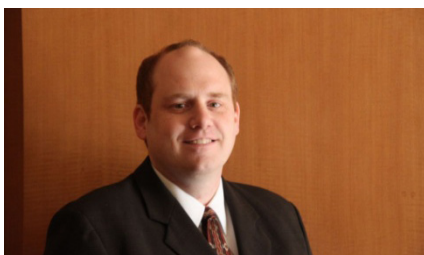
- Without a clear vision and direction, how will budget decisions be made responsibly?
- Without a clear vision and direction, how will your chief administrator lead and manage?

This clear direction is stronger when supported by an overall road map, so your chief administrator can provide needed expertise, and “can drive the car” in the direction of the road map.

### **The Aycock Group -- Extensive Experience Helping Counties Create Clear Direction**

The Aycock Group has broad successful experience helping local governments and nonprofits develop clear direction with a road map. The Aycock Group has over 40 years of experience. We provide strategic planning, board retreats, board development, economic development and conflict resolution.

The Aycock Group has successfully worked with many local governments on the Virginia border including Vance County, Warren County, and Northampton County as well as across the state of North Carolina such as Buncombe County, the City of Havelock, the Town of Weaverville, and the Town of Smithfield. We are excited that we are expanding into Virginia.



*Chris Aycock*, the President of The Aycock Group has extensive strategic planning, board development, economic development, and conflict resolution experience. He is skilled in nationally respected facilitation approaches. He is published. Prior to founding The Aycock Group, he worked in management positions in the public sector. He has a Master’s Degree in Public Administration.

*Ron Aycock*, senior associate is the retired Executive Director of the North Carolina Association of County Commissioners.

*Strategic Planning*

*Board Retreats*

*Economic Development*

*Conflict Resolution*

Please contact: Chris Aycock, President at 919-834-2313 or 919-880-4704  
 Email to [chris@theaycockgroup.com](mailto:chris@theaycockgroup.com) website: [www.theaycockgroup.com](http://www.theaycockgroup.com)



The Berkley Group's dedication to, and experience with, public service brings a fresh and unique perspective for our clients. We pride ourselves on providing superior customer service by understanding the daily challenges facing communities.

Helping localities achieve their goals is a passion for the Berkley Group's founders – Darren Coffey and Drew Williams. When they collaboratively formed The Berkley Group in 2010, they did so with the belief that local government's resources are shrinking while expectations for delivering real-world results are greater than ever before.

How can we assist your community?

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# The LOSAP Group

## RECRUITMENT AND RETENTION

The volunteer fire and EMT service is a longstanding tradition in the United States that often encompasses families' generation after generation. Unfortunately, it is also a tradition in danger of weakening and possibly even dying out. Incentive programs are used throughout the volunteer fire and EMT service as a retention tool. They are necessary to help recruit and retain volunteers. Among the most important, widely used, and growing incentives for volunteers are retirement plans. In most instances, they are called Length of Service Award Programs (LOSAP).

## HOW SERVICE AWARD PROGRAMS WORK

Under a LOSAP, volunteers earn pension-like benefits by performing activities such as attending drills and training sessions and responding to emergency calls. In many LOSAPs, each activity is assigned a certain number of points as prescribed in state specific LOSAP legislation. Upon accumulating a specified minimum number of points each year, the firefighter is entitled to a financial benefit, or Service Award. It is generally believed that this financial incentive has been useful in helping fire and EMT departments retain more active volunteers.

## TWO TYPES OF SERVICE AWARD PROGRAMS

Under a defined contribution plan, an amount not to exceed \$3000 for each active volunteer is contributed each year to a program trust fund. When a volunteer reaches the entitlement age, he or she has a lump sum equal to the amounts that were contributed to his or her account each year plus investment earnings. Payouts are typically lump sum, but other payout options can be built into the plan such as monthly payments.

Conversely, a defined benefit plan provides a stated benefit upon retirement, such as \$20 per month, per year of active service. Once the entitlement age is reached, a volunteer receives monthly payments during his or her lifetime. Typically, a guaranteed pay period is provided such as a 10-year certain, which provides income to the firefighter or surviving spouse for the minimum stated period.

## THE SERVICE AWARD PROGRAM APPROPRIATE FOR YOU

We would welcome the opportunity to work with you from the beginning to help you design a program specifically for your department or community.

## WHY CHOOSE US?

Who have we done this for?

Local fire departments, counties, cities, towns and villages that sponsor local fire department LOSAPs, state fire associations on behalf of their state's first responders, and national organizations.

Why do we do what we do?

Recruitment and retention of volunteers remains a major concern for communities nationwide. Providing benefits to volunteers as a retention and recruitment tool is an idea that is receiving great attention as an effective tool for supporting first responders.

What makes us different?

Our consultative team approach enables you to decide what type of program and which benefits will best suit your volunteers. Additionally, we believe in providing ongoing information and education you can rely upon.

Other benefits we provide you:

Monthly statements, quarterly performance reporting and asset summaries, bond maturity and income reports, Internet access, direct toll free number, no long-term contracts, complete liquidity, transferability and flexibility in handling your LOSAP investments without substantial upfront or redemption fees.





Our mission is to exceed customers' expectations and secure their future by offering professional advice, education, and value added service with a personal touch. Our highest priority is the customers' needs...and through this, we will maintain our vision to be the customers' first and best choice in the products and services we provide.

Our vision is to develop long lasting relationships within the community and to remain focused on the customers' best interests at heart, which we will demonstrate by way of our conduct and our valued products and services. Our commitment is to the customer...whose needs will determine our path.

With over 30 years of experience in the insurance industry The Virginia Insurance Exchange makes a promise to abide by our Mission & Vision each and every day. The Virginia Insurance Exchange is a leader in providing quality protection to individuals, families and businesses throughout the Virginia. By providing superior customer service, analyzing each client's individual need and competitive premiums we are able to continue to deliver this promise day in and day out.

At The Virginia Insurance Exchange we take the frustration, confusion and worry out of insurance so you can look forward to a brighter, more secure future. Our agency represents various elite insurance carriers which allows us to tackle the top 5 concerns of choosing a local agent:

1. Cost - The agents at The Virginia Insurance Exchange are trained to ask specific questions to maximize all discounts you could be eligible for, resulting in the lowest cost possible
2. Ease - Our agents take your information one time and create "ease" when shopping around.
3. Speed - Could you imagine the hours spent to call several insurance companies to get a quote, in a matter of minutes our agents can present you with an insurance proposal that has already been compared to the other companies.
4. Peace of Mind - With our hands on personal touch you can have peace of mind that your scenario has been properly analyzed and covered.
5. Security of Personal Data - In this day and age you can never be too careful when supplying your personal information, when shopping for insurance each and every quote involves you giving your personal information to a random person over and over. In our agency, you provide your information one time to one of our agents and it is protected by a secure network.

Our agency will contact you at each renewal to offer a policy review. This review is to ensure as your life changes your insurance does not fall short, whether that be finding new discounts, discussing optional coverage's, introducing you to a new product or changing nothing at all we believe it is your right as a client to have a sense of security that you have chosen the best agency and that you know we are truly working for you.

Our agency will contact you at each claim to ensure you know what to expect in what could be an overwhelming time. We make sure the Insurance Carriers we represent have an outstanding reputation for fast, fair claims service.

We hope you will benefit from our website and invite you to contact our office to obtain a "free" professional comparison of your current insurance plan.

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**THOMPSON & LITTON**  
ENGINEERS ARCHITECTS SURVEYORS PLANNERS

*Over fifty years of integrity, insight and innovation.*

**Thompson & Litton, Inc.** serves its five-state Mid-Atlantic client base from offices in Wise, Radford, Chilhowie and Tazewell, Virginia, and in Bristol and Mosheim, Tennessee. Our firm has 109 professional and support staff comprised of architects, engineers, MEP, surveyors, land use planners, construction administrators, and grant/financing specialists.

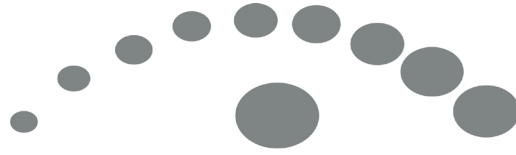
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# TIMMONS GROUP

YOUR VISION ACHIEVED THROUGH OURS.

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**Timmons Group** is a multi-disciplined professional services firm providing civil engineering, site development, transportation engineering and highway design, park and community planning, water and wastewater facilities design, geographic information systems, stormwater management, geotechnical assessments and materials testing, construction administration, irrigation design, landscape architecture, LEED® and sustainable design, urban planning, surveying, GPS control and environmental services to both public and private clients throughout the Mid-Atlantic region.

The firm employs more than 325 people and has corporate headquarters in Richmond, VA; and regional offices in Chesapeake, Charlottesville, Prince George, and Ashburn, VA; as well as Raleigh and Greensboro, North Carolina.

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# TROUTMAN SANDERS

ATTORNEYS AT LAW

**Troutman Sanders, LLP** has four offices in Virginia. The firm has experience in a broad range of local government matters, and it represents counties, municipalities, and governmental boards as special counsel at the request of elected officials, administrative staff, or the governmental body's regular attorneys. Areas of focus include public finance, environmental regulation, local government structure, annexation, public utilities, elections, voting rights, rezoning and land use, local taxation, contract disputes, employee grievances, utility franchises, revenue sharing, FOIA requests, and conflict of interest laws.

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# TROUTMAN SANDERS STRATEGIES

**Troutman Sanders Strategies** is a full-service government relations and issue management firm. We advocate our clients' public policy issues through a broad array of contacts at the federal, state and local levels in order to build better partnerships among governments and businesses. Our core goal is to solve problems and produce tangible results for clients.

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## U.S. COMMUNITIES™

GOVERNMENT PURCHASING ALLIANCE



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### U.S. Communities

VACo is proud to sponsor the U.S. Communities Government Purchasing Alliance. U.S. Communities is the leading national government purchasing cooperative that reduces the cost of goods and services by aggregating the purchasing power of public agencies nationwide. U.S. Communities provides participants with access to a broad line of competitively solicited contracts with [national suppliers](#) that have committed to providing their best overall public agency pricing.

An impartial lead public agency competitively solicits, evaluates and awards all contracts in accordance with their public purchasing rules and regulations. Applying these competitive principles satisfies the competitive bid requirements of most state and local government agencies.

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# Utility Service Group

Utility Service Group is the U.S. leader in providing innovative asset maintenance solutions that deliver value based, sustainable and compliant operations for our water system customers.

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**VACoRP**

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## **VACoRP**

Virginia Association of Counties Group Self-Insurance Risk Pool (VACoRP) is the number one coverage provider of property, liability, and workers' compensation coverages and related risk management services for counties, county-related agencies, and school divisions in Virginia. VACoRP is a member-owned program governed by a seven member supervisory board, which is elected from the general membership of the Pool. The primary objective is to provide equitable rates allowing for stable pricing for long-term budgeting purposes. Public entities and school divisions throughout Virginia count on VACoRP for their coverage and risk management needs.

For additional information, contact Chris Carey, Administrator, [chris@vacoins.org](mailto:chris@vacoins.org).



At **Vanir Construction Management, Inc.**, our mission is to provide the highest quality Program, Project and Construction Management Services to both public and private sector clients to help them achieve the goals of their construction program in an ethical, creative and cost-effective manner.

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Verizon – International provider of voice, video, and data services serving residential, small business and enterprise customers on the most advanced landline and wireless networks available.

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# Virginia Association Of Community Services Boards, Inc.

*Making a Difference Together*

**The VACSB** represents the CSB/BHAs in state and federal public policy matters, including state and federal funding. In Virginia, the VACSB works to build consensus on policy, administrative and operational issues of CSB/BHAs and to represent those issues to the state agencies who most relate to the CSB/BHAs, to the Governor of Virginia, and to the Virginia General Assembly. VACSB advocates with partnerships, provides training and development for CSB/BHA staff and board members, private providers and partnership organizations. Additionally, the VACSB engages in public education activities that help the public understand, not only **the needs** of children and adults with mental illness, mental retardation, and substance use disorders, but the abilities of, and contributions made to their communities by, these individuals.

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## Virginia Association of Governmental Purchasing

VAGP is a professional association whose mission is to lead through innovation by providing opportunities and resources to progress the value of public procurement. Through advocacy, education, and networking, VAGP is a recognized leader for the profession.

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Virginia Cable Telecommunications Association (VCTA) - The mission of the Virginia Cable Telecommunications Association (VCTA) is to promote the cable television and telecommunications services of member companies in the Commonwealth of Virginia to the public, the business community and state officials. This will be accomplished through coordinated public relations and awareness efforts, adequate training, organized member lobbying, timely and informational meetings and conventions and consolidated efforts with local, state and national cable advocacy groups. The VCTA will operate by, for and with its members and will be a storehouse and source of member information.

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**MISSION:** Collaborating to build our capacity to help Virginians work.

**VISION:** All Virginians have opportunities to work.

**VALUES:** Leadership, Collaboration founded in trust, Commitment to excellence, Flexibility and innovation that make Goodwill competitive, Transparent, Respectful communication

The Virginia Goodwill Network (VGN) was established in May, 2007 as a consortium of six regional Goodwill organizations that provide workforce development programs and services to tens of thousands of Virginians each year.

The members represent all areas of Virginia: Goodwill of Greater Washington (Northern Virginia); Horizon Goodwill, Hagerstown, MD (Winchester area); Goodwill Industries of the Valleys (headquartered in Roanoke, serving Western, Central, and Southside, VA); Goodwill Industries (headquartered in Richmond, serving the communities of Hampton Roads and central Virginia); Rappahannock Goodwill Industries( Fredericksburg); and Danville Goodwill Industries( Danville).\*

The organization was formed with the vision that all Virginians should have the opportunity to work. The goal is to serve unemployed or underemployed persons by forging and strengthening partnerships within the business communities and public policy organizations of our state.

VGN exists to identify the labor needs of businesses; collaboratively provide training programs to support those needs; develop clear and comprehensive reports of its program outcomes; and provide continuous evaluation of persons in need. These initiatives ensure development of programs designed to serve the most significant number of Virginians.

Our website supports VGN's overarching objectives: a greater understanding of the programs and services that we offer so we may better serve all Virginians. As you tour this website, you will learn Goodwill is more than a major thrift store retailer. Our retail stores serve to fund our true mission: helping others overcome obstacles to employment so they may find their purpose, reach their highest level of self sufficiency, and become productive members of our community.

\* Virginia locations west of Wytheville are served by Goodwill Industries of Tenneva area, which is not currently a VGN member, but is affiliated with VGN programs.

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**Virginia Housing Development Authority** - VHDA is a self-supporting, not-for-profit organization created by the Commonwealth of Virginia in 1972, to help Virginians attain quality, affordable housing. VHDA provides mortgages, primarily for first-time homebuyers and developers of quality rental housing. We use no state taxpayer dollars, but raise money in the capital markets to fund our loans. We also teach free homeownership classes, and help people with disabilities and the elderly make their homes more livable.

**VHDA** works with lenders, developers, local governments, community service organizations and others to help put quality housing within the reach of every Virginian.

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# VirginiaInteractive

Serving the Commonwealth of Virginia since 1997, Virginia Interactive (VI) is an award winning provider of eGovernment sites, services, and secure payment processing.

## **eGovernment in Virginia is our one and only focus.**

24 hours a day, every day, citizens and businesses somewhere want to connect to government for matters large and small. Virginia Interactive is deeply invested in uniting our partners with forward-thinking technologies and solutions to deliver efficiencies, cost savings, and improved government interactions that empower businesses and citizens. Our single defining purpose is making government interactions better experiences for everyone through technology.

VI is part of the NIC family of companies the nation's leading provider of eGovernment services where sharing the dedication of our government partners is the key to our success in building relationships with over 3,500 federal, state and local agencies across the country.

Learn more about us at [www.virginiainteractive.org](http://www.virginiainteractive.org).

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**Virginia Local Government  
Management Association**

A State Affiliate of **ICMA**

**Virginia Local Government Management Association**—The primary goal of the association is to strengthen the quality of local government through professional management. The association seeks to promote professional management in a variety of ways including training, networking, and resource sharing.

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A Touchstone Energy® Cooperative 

**VA, MD, DE Association of Electric Cooperatives** is a trade association.

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## VML/VACo Finance

VML/VACo Finance was established pursuant to resolutions unanimously adopted by the Boards of Directors of the Virginia Municipal League and Virginia Association of Counties. Our core competency is pooling resources on behalf of local governments in order to provide superior financial services at lower costs. Since its founding, VML/VACo Finance has made over \$750 million in loans to Virginia localities. The VACo/VML Pooled OPEB Trust, created in 2008, is the largest pooled OPEB trust in the nation. The Accounting Services program provides interim finance professionals and services to local governments throughout the Commonwealth.



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## **Virginia's Region 2000 Local Government Council**

The Local Government Council serves as the Planning District Commission for Lynchburg and the Counties of Amherst, Appomattox, Bedford and Campbell.

Region 2000 serves as the staff for the Central Virginia Metropolitan Planning Organization which manages transportation planning in the urbanized area of the region.

Region 2000 serves as the staff for the Workforce Investment Board and Workforce Area Council (CLEOs) providing workforce development planning and grants management.

Region 2000 serves as staff for the Region 2000 Services Authority who manages a regional landfill which serves for jurisdictions disposing of over 210,000 tons of solid waste annually.

Region 2000 serves as the staff for the Region 2000 Radio Communications Board who manages an eleven tower radio system in three jurisdictions serving over 3,100 communications devices for public safety and local government communications needs.

Region 2000 serves as the Regional Partnership's planning organization for the Comprehensive Economic Development Strategy (CEDS).



**Virginia Resources Authority** - VRA, working with its state agency partners, provides Virginia localities access to cost-effective, sustainable, and innovative financial solutions for projects that support vibrant and healthy Virginia communities.

Financing solutions draw on VRA's creativity and unique ability to provide revolving fund loans to localities at below-market interest rates and to issues bonds backed by the moral obligation of the Commonwealth of Virginia. Since its inception, VRA has invested over \$7 billion in more than 1,000 projects across Virginia.

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Virginia Rural Water Association provides training and educational opportunities along with on-site visits to small water and wastewater systems across the Commonwealth.

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Waste Management, Inc. is North America's leading provider of integrated environmental solutions.

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Our 45,000 employees are committed to Environmental Performance — our mission to maximize resource value, while minimizing environmental impact so that both our economy and our environment can thrive. We serve over 20 million residential, industrial, municipal and commercial customers.

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# Whittington Consulting

## Web Design & Inbound Marketing Agency in Richmond, Virginia

Whittington Consulting offers custom [website design](#) and [online marketing](#) services. If it's time to grow your web presence or establish better digital communications, please consider Whittington Consulting.

The pace of change in the digital world is staggering. Changes in technology and marketing leave many companies (and local governments) struggling to keep up. If this sounds like you, we can help with:

- Managing your entire online presence so you don't have to
- Enhancing digital communications
- Creating a social media plan, or doing social media for you
- Creating an online marketing/advertising plan

We've done over 35 projects for localities in the Commonwealth, including government websites, economic development websites, tourism websites and even websites for business parks or developments.

We're proud to have been chosen to design the Virginia Association of Counties' new website, too.

Our team has won several industry and advertising awards, but these are secondary to achieving our clients' goals. If you'd like to discuss your website or digital presence, let's talk.

[Request your free consultation here](#)

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**Wiley|Wilson** is a 100-percent employee-owned firm providing a wide range of architectural and engineering services from its Alexandria, Lynchburg, Richmond, VA; and Atlanta, GA, offices. Since its founding in 1901, the firm has built a solid reputation for producing innovative yet practical solutions to its clients' most complex challenges.

Wiley|Wilson combines the robust capabilities typically found in large firms with the responsiveness clients expect from a small company. The firm's diverse client base includes local governments, service authorities, institutional organizations and private-sector companies. Wiley|Wilson's full-service staff is committed to sustainable design and has LEED-accredited personnel in all disciplines.

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# ***Wingate and Associates, Ltd.***

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# Z E L O S

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Zelos helps governments and non-profits accomplish their mission through customized consulting and training in strategic management, leadership development and productivity initiatives. Today, the Zelos mission is to help governments and non-profits accomplish their missions with unique, high-quality services at a reasonable and responsible cost, and our vision is to be a reliable and effective partner to every client, every time. Our services and team members help build our clients' capacity in these six categories:



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**Leadership  
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**Productivity**



**Customer  
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Zelos is a **smart-small business**, by which we mean that Zelos **focuses** its resources on identifying the best consultants and trainers in the market, not on prime office facilities, furniture and other costly overhead. We share office space with other small businesses to keep our costs down; we collaborate and share in the cloud to be accessible and flexible to our clients; we use our extensive professional and personal networks to identify exceptional talent who will deliver services in the Zelos tradition. When you spend your valuable time and money for Zelos services, you are buying just that—**service and expertise**, not overhead.

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# VACo Associate Members

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Moseley Architects  
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An aerial photograph of a paved road that curves through a dense, vibrant green forest. The road has a yellow dashed center line and white edge lines. The perspective is from above, looking down the road as it winds through the trees.

Municipal Code Corporation  
National Association of Counties  
National Rural Telecommunications Cooperative  
Nationwide Retirement Solutions  
Northern Shenandoah Valley Regional Commission  
NXL Construction  
Piedmont Environmental Council  
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Virginia Interactive, LLC  
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