## Firm Profile

**Powell CWM, Inc.** (formerly Crowley, Wade, Milstead, Inc.) was established in 1952 as a multi-discipline firm. Powell CWM is a **Women Owned Small Business** located in Independence, Missouri. Powell CWM is licensed to provide architecture, professional civil engineering, and professional land surveying services in Missouri and Kansas. Powell CWM has extensive experience in providing professional services to municipalities, state agencies, institutional and commercial clients.

Powell CWM’s **Architectural** project over the years have included, but are not limited to, new facilities, and repair and renovation of existing facilities, involving medical institutions, military installations, shopping centers, public housing facilities, and commercial office spaces. Our **Engineering** projects have included, but are also not limited to, design of highways and streets, intersection designs, ADA design, grading plans, controlled fill, parking lot design, storm water analysis, and storm water management facilities for projects of various sizes and complexities. Our **Land Surveying** services have included an extensive amount of highway mapping, 3D laser scanning, utility mapping, boundary and topographic surveys, and establishing control networks.

Being a multi-discipline firm, we offer project quality control for all phases of the project. These services are an integral component that we uniquely combine to provide high quality designs and to ensure that the designs are executed to exceed the client’s needs. Powell CWM has built a reputation of innovative designs that withstand the test of time as is evidenced by our long list of repeat clients. At Powell CWM, we are proud of our history and reputation of providing the highest quality Architectural, Engineering, and Land Surveying services and the lasting relationship we have established with our clients. We understand the importance and benefits of what each design means to our clients and provide close personal attention to each project that enters our office.

## 2 Architectural

Powell CWM’s Architectural Department is committed to investigating, guiding, analyzing, and giving options to our clients with facility and environment that will serve their current and long-term needs. The field of architecture is more than just designing buildings, it is an art form that combines technology with artistry to produce positive human environments. The blending of the art and practicality is the essence of our design process. Our designs produce creative solutions that are responsive to the need of the client, user and community.

Designing with Building Information Modeling (BIM) in 3D is standard on all of Powell CWM Architectural projects. Our Architects provide designs using the latest version of Autodesk Revit 3D BIM software. Revit aids in the process of integrating the various design teams’ work, further encouraging an integrated team process. Should the client require DWG compatible files, the conversion process from Revit BIM format to AutoCAD DWG format is seamless.
3 Engineering

Powell CWM’s Engineering Department has the knowledge and experience to take your project from conceptual design through the completion of construction. We have extensive experience with site planning, grading and storm water pollution prevention, detention and storm water quality treatment, sanitary sewer, water distribution, and floodplain development design, as well as permitting and construction administration services. Our continued success has been maintained by developing relationships with our Clients. Powell CWM’s Department Director will lead and be involved with every phase of your project. We will listen and provide clear communication through the life of your project.

Our clientele includes municipal clients (such as the City of Independence), State clients (State of Missouri, Departments of Design and Construction and Natural Resources), Federal clients (Department of Defense, Whiteman Air Force Base, the U.S. Army Corps of Engineers), as well as banks, private developers, and other professional consultants (architects, engineers). Regardless of what your project goals are, we have experience working with clients like you. This experience allows us to work with you to achieve your goals while providing a design that works to deliver the greatest value.

We are committed to provide designs that maximize value to our clients. This begins by working with you to determine your specific project goals and then striving to deliver designs that not only achieve those goals, but provide added value as well. We have the experience to balance time-tested designs with less obvious, more innovative solutions as necessary to achieve your goals. This commitment to our clients includes cost control to help set and then meet project budgets. Our quality control includes a multidisciplinary review of designs to further find value and cost savings. Powell CWM is committed to meeting all project deadlines.

4 Land Surveying

Powell CWM’s Land Surveying Department provides quality land surveying services throughout Missouri and Kansas, completing many surveying and mapping projects of both a large and small scale. These projects have included an extensive amount of boundary and topographic surveying, highway mapping, site design surveys, utility mapping, control networks, and route surveys. Our land surveying department is uniquely equipped and qualified to perform 3D laser scanning, Unmanned Aerial Vehicle (UAV) mapping, and bathymetric surveys.

What sets us apart from other land surveying firms is our investments in technology, software, and most important: our people:

- Powell CWM owns the equipment and technology required to get the job done right. This includes (2) Leica Scanners, TopoLift terrestrial scanning platform, (2) Leica DNA 03 digital levels, (6) Leica robotic total stations, (6) GPS systems, (6) Carlson data collectors, hydrographic survey vessels with single beam echo sounders, and all-terrain vehicles. This technology has enabled us to provide our clients with cost effective solutions for their projects, regardless of size.
- Powell CWM’s CAD division is capable of producing projects in the electronic format and within the standards that our clients require. Our software includes MicroStation GEOPAK, MicroStation InRoads, AutoCAD Civil 3D, Carlson Civil, ESRI ArcGIS, Leica Cyclone, and TopoDOT. Our staff has undergone both MicroStation and AutoCAD training.
- Powell CWM aggressively seeks to hire the finest surveyors and support staff. Powell CWM’s Land Surveying Department is managed by Jeremy M. Powell, who is among a select group of Professional Land Surveyors in the United States that has completed the training and exams to become a Certified Federal Surveyor (CFedS). We have structured our team so that all aspects of a project are directly supervised by one of our three licensed land surveyors. This assures that your project will be completed accurately and within industry standards.
5 Key Personnel

Cathy L. Crowley
Title: Chief Executive Officer
Years with Current Firm: 37 Years
Total Years of Experience: 37 Years
Education: Bachelor of Fine Arts, Interior Design

Cathy is the Chief Executive Officer and has been a majority owner since January 2014. She is responsible for the monitoring of all facets of the daily operations of the business, including management decisions, client development and solicitation and the direction of senior leadership meetings by planning agendas, previewing and critiquing presentations and reports.

Bethany J. Powell
Title: President, Director of Marketing
Years with Current Firm: 11 Years (Powell and Associates, LLC)
Total Years of Experience: 11 Years
Education: State Fair Community College, General Studies

Bethany has served as a Member of Powell and Associates, LLC since 2006 and now serves as President of Powell CWM. Bethany’s duties include reviewing sales reports and financials, and comparing them to goals set out in short- and long-term plans; overseeing business development and growth; directing marketing plans; maintaining office services by organizing office operations and procedures; preparing payroll; controlling correspondence; designing filing systems; reviewing and approving supply requisitions; assigning and monitoring clerical functions.

Jeremy M. Powell, PLS, CFedS
Title: Vice President, Director of Land Surveying
Years with Current Firm: 11 Years (Powell and Associates, LLC)
Total Years of Experience: 17 Years
Education: Longview Community College – Land Surveying

Jeremy has worked in both the land surveying and engineering field since 1999. As Director of Land Surveying, Jeremy’s duties include: overseeing administrative staff, project production, quality control, cost estimating and managing project budgets.

Jeremy is a licensed Professional Land Surveyor in Kansas and Missouri and in 2011 he received his Certified Federal Surveyors (CFedS) certification from the U.S. Bureau of Land Management. The CFedS program, which has been approved by the U.S. Secretary of the Interior, was designed specifically to enhance the level of knowledge and expertise in the professional land surveying community for survey work performed on federal lands and Indian trust lands.

Mark L. Crowley, Architect, NCARB
Title: Corporate Secretary, Director of Architecture
Years with Current Firm: 41 Years
Total Years of Experience: 41 Years
Education: Bachelor of Architecture, 1975

Mark is responsible for the preparation and overseeing of all design projects in the office. He is a graduate of Kansas State University in Manhattan, Kansas. He is a registered Architect in Missouri and Kansas and holds a Certificate from the National Council of Architectural Registration Boards.
Mark’s Project Architect includes numerous New / Repair / Renovation projects for the various types of clients, including the Department of the Defense, Corp of Engineers, School Districts, Hospitals, Medical Offices, Clinics, Water Districts, State of Missouri and City of Independence.

**Aaron M. Barnhart, PE**
Title: Director of Engineering  
Years with Current Firm: 8 Years  
Total Years of Experience: 19 Years  
Education: Bachelor of Science in Mechanical Engineering, 1996

Aaron is the registered engineer in responsible charge for Powell CWM’s engineering activities in the States of Missouri and Kansas. Throughout his career, Aaron has worked on many significant projects, including projects for a variety of Federal, State, and Municipal clients including the Department of Defense, the U.S. Army of Corps of Engineers, the State of Missouri, and the City of Independence.

His ability to attain project success for clients and gain project approval among diverse interests, combined with notable leadership, extensive project and operations management experience, and a breadth of relationship brings substantial value to our ability to better to serve our clients.

**Timothy S. Atkins, PLS**
Title: Project Surveyor  
Years with Current Firm: 15 years  
Total Years of Experience: 20 Years  
Education: Associates of Arts, Longview Community College

Tim is a Professional Land Surveyor with responsible charge for Powell CWM’s surveying projects within the State of Missouri. He provides coordination and oversight of field crew operations, survey document preparation and GIS implementation.

Tim has experience using computer-aided drafting for civil engineering and survey projects. Esri ArcGis for GIS record drawing plans. Tim has provided direct supervision of every aspect of land surveying, including subdivision platting and minor division surveys, property line boundary surveys, topographic surveys, design surveys, construction surveys, as-built surveys, ALTA surveys, mine surveys, vacation surveys, percolation tests, reassessment mapping, and preparation of easement descriptions for project completion.

**Paul Wayne Hawkins, PLS**
Title: Project Surveyor  
Years with Current Firm: 47 years  
Total Years of Experience: 49 Years  
Education: General Education Degree, Moberly Junior College, 1965

Wayne is a Registered Professional Land Surveyor in Missouri and Kansas, with responsible charge for Powell CWM’s surveying projects within the State of Kansas.

Wayne has provided direct supervision of every aspect of land surveying, including property line boundary surveys, topographic surveys, design surveys, construction surveys, as-built surveys, ALTA surveys, mine surveys, vacation surveys, percolation tests, reassessment mapping.