

RIGHT OF WAY MAGAZINE

The Voice of the Right of Way Profession

A UNIFIED **VISION**

An Interview with
International President,
Aimie Mims, SR/WA



SEPTEMBER/OCTOBER 2019 **IRWA**

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RIGHT OF WAY

The Voice of the Right of Way Profession

SEPTEMBER/OCTOBER 2019

Volume 66 Number 5

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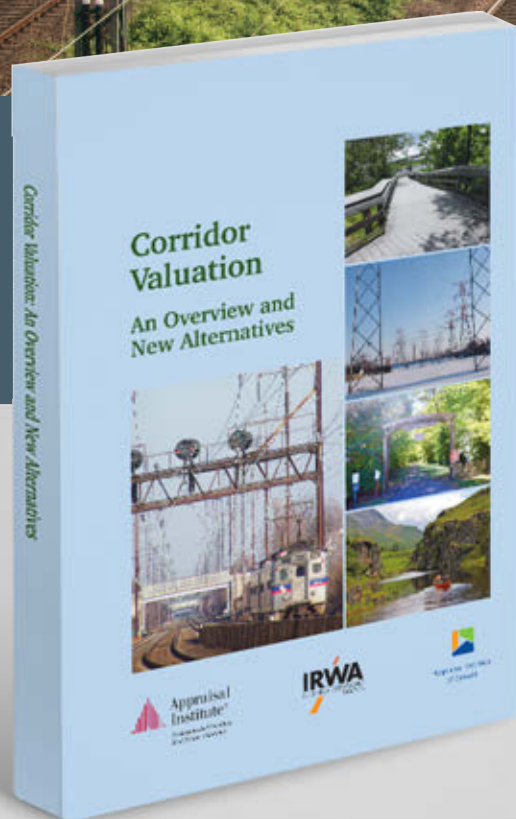
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Effective Team Bonding

BY CAROL BROOKS, SR/WA

Effective communication is the strength of all relationships, and the key to building a relationship is to spend more time with someone. Time well-spent results in a better understanding of the other person, as well as an understanding of how to communicate with them in an effective way. The workplace would be a strong attraction to harmony and creativity if we all understood one another, but real life doesn't always lean this way.

If there are team members that you'd like to get better acquainted with, then consider spending some time with them. Go out for coffee and get a peek into the windows of your coworker's mind. How do they think? How has their life experience formed who they are today? By getting to the heart of the other person, you'll begin to understand how they process thoughts, how they speak and how vital they are to the team. Keep an open mind and discover the magnitude of your own enrichment for this experience. And through this knowledge, the team can bond in a progressive way instead of wasting time having to mend hurt feelings, misunderstandings and confusion.

The Effects on Your Team's Dynamics

Team bonding not only improves communication, it also fosters trust between team mates, and this creates an environment for positive professional relationships to take root and grow. When teammates know each other well, they become acquainted with each others' strengths, weaknesses, tendencies and thought processes. This makes it easier to work together toward a common goal.



When you begin to understand each member, you'll recognize that everybody has their own style and you'll be able to identify where respect for your peers flows naturally vs. being forced. Here are other effective communication tips that can cut down on time lost:

Greater Efficiency, Better Solutions

Clear communication includes communicating with teammates when you are not able to complete your tasks. This way, the team can come up with solutions before the situation escalates and the team process breaks down. Communication helps you maintain efficiency under a variety of circumstances. Active participation from everybody spurs ideas where team resources can be used more efficiently and therefore things move faster.



Creating a Culture of Celebration

Good team communication skills are not simply about assigning tasks or troubleshooting problems. Communication is also about creating a culture of celebration in the workplace. Teammates and team leaders who notice the achievements of their peers and employees take the time to communicate and celebrate together. Improvement is noticed, congratulated and encouraged, which creates an environment where employees want to be their best on the job and maintain a growth mindset.

Reducing and Diffusing Conflict

Whenever a group of people work toward a common goal, conflict is likely to arise at one time or another. Whether conflict is due to unfair expectations, irresponsibility or plain misunderstanding, good team communication skills allows everyone to have a voice and feel heard. When it is safe to express thoughts clearly, honestly and tactfully, it is easier to move forward with a solution that has everyone's best interest at heart. Once on the other side of conflict, a team with good communication skills may even feel stronger for overcoming the hurdle.

Listening

A good speaker is a good listener. Good listening skills will help you engage in communication and learn what the other person is speaking about. Learning how to communicate more effectively also means taking more notice. It's important to begin and end any form of communication with listening. This doesn't mean you should ask an endless string of questions, but be sure that you're taking the time to truly understand what other people are saying and what they mean.

Say What You Mean

Situations at work can get emotional, which can influence your clarity. Stay on topic, use the correct words and enunciate. If you're not sure of the meaning of a word, don't use it.

When you use the wrong words, you will not be understood and people will doubt your competency. Make eye contact, which conveys truth and honor, and use intentional gestures. You can send the wrong message through body language or tone, which defeats the purpose of your attempt to communicate. This is especially important when discussing anything emotional.

In Summary

Any problem within a family, big or small, always seems to start with bad communication. In many ways, teams are like families. They need to co-exist, get along and generate outcome. When a team can bond in their relationship with one another, their chances are elevated for their success. Alternatively, bad communication is a huge time waster.

To effectively communicate, we must realize that we are all different in the way we perceive the world and use this understanding as a guide to our communication with others. Positive work relationships add a sense of fulfillment and satisfaction to the job. Communication bridges teams together and it needs to be practiced to ensure a team is working smoothly and efficiently. ✪



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THE BUSINESS ETHICS FIELD GUIDE

Challenge 5: Suspicions Without Enough Evidence

BY BRAD YARBROUGH

This series features 13 articles from Brad Agle, Aaron Miller and Bill O'Rourke, co-authors of The Business Ethics Field Guide. Each article focuses on a common work dilemma, while providing real life examples and insightful solutions. For more information, please refer to the cover story in the November/December 2018 issue.

How many times have you sensed that something must be wrong, but you weren't entirely sure? This dilemma is not about how you stop something; it's about how you discover if there is something that should be stopped. Of course, the way you investigate matters. Looking into potential wrongdoing often appears to be an outright accusation, so tact is required.

The first question is to ask if you are the right person to investigate. If not, maybe your responsibility is to be sure an investigation is conducted by a more appropriate person. The investigator must be experienced with the issues and have a strong reputation for fairness, especially if the results are likely to become public. Remember, by selecting that person you will likely be jointly responsible for the results, so be careful in that selection.

Additionally, consider confidentiality. If others have a need to know, tell them an investigation is occurring. Sometimes it can begin confidentially, but as soon as a likelihood of misconduct is uncovered, give them a summary as soon as practicable. Likewise, be careful not to share the information with the wrong people (those who have no need to know about the investigation). Remember that at the “right” time, the accused parties should have a right to confront the evidence.

A Case Study

An anonymous allegation was made on the company’s compliance telephone line that a Plant Manager in Australia was spinning the safety results. Our company received 1,200 such calls annually and about 90 percent had little to no substance. However, every complaint was investigated.

I sent the manager with the company’s best safety record keeper to Australia to investigate. She called a week later and informed me of 50 unreported incidents. Most were minor first aid cases, but four were more serious, recordable cases. She spoke with the victims and the safety manager. In each case, they were instructed by the Plant Manager not to report the incidents. When confronted, the Plant Manager denied the allegations but could not refute the evidence.

These facts were reported to the Operations leaders of the company. They invited me to a meeting in New York City where they asked if the company had to fire the employee in question. I responded, “No, he’s already fired himself. Now 60,000 employees are watching you to see what you do about it.”

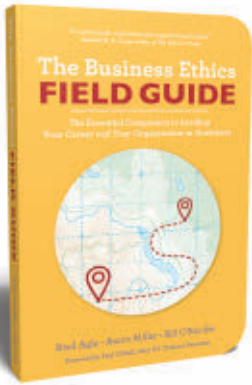
13 ETHICAL DILEMMAS

Upcoming articles in this series will take a closer look at each dilemma.

- 1 **STANDING UP TO POWER**
Someone in power is asking you to do something unethical.
- 2 **MADE A PROMISE**
Conflicting commitments force you to choose.
- 3 **INTERVENTION**
You see something wrong. How do you proceed?
- 4 **CONFLICTS OF INTEREST**
Multiple roles put you at cross purposes.
- 5 **SUSPICIONS WITHOUT ENOUGH EVIDENCE**
You believe something is going on, but you’re not sure.
- 6 **PLAYING DIRTY**
Achieving justice but by doing something unethical.
- 7 **SKIRTING THE RULES**
Bending a rule for a better outcome.
- 8 **DISSEMBLANCE**
Misrepresenting the truth for better outcome.
- 9 **LOYALTY**
Giving up ethical stance to protect valued relationship.
- 10 **SACRIFICING PERSONAL VALUES**
Living ethically might put burden on others.
- 11 **UNFAIR ADVANTAGE**
When opportunity exists to wield an unfair upper hand.
- 12 **REPAIR**
When you are responsible for a mistake.
- 13 **SHOWING MERCY**
You could grant forgiveness, but you don’t know if you should.



Allegations are unavoidable. Have policies and rules on who will investigate various types of allegations, who will review results and who will be made aware.



The Plant Manager was terminated and of course, all the employees noticed. In fact, the Operations leaders who made the final decision enhanced their personal reputation for supporting and reinforcing the safety value of the company.

The Right Questions

Here are some critical questions to ask when suspicions emerge:

Who is accountable for solving the problem? Once they are identified, bring them into the discussion and keep them advised. It may be appropriate to hand the responsibility for the investigation to them.

What if the allegations are true? What if they are false? Ignoring allegations that turn out to be true can have harmful results and might create a bigger mess that needs to be rectified. The consequences of ignoring an allegation could be serious and potentially make you complicit in the conduct. Treat allegations as just that and not as facts. Putting too much credence on allegations could bias an investigation or destroy a reputation, even if the accused is exonerated.

Are the accusations reliable? Did the accusation come from a trustworthy source? Does the accuser stand to gain from their claims? Even reliable accusations may be explainable or excusable. Most investigations will reveal three or four sides to a story. Keep an open mind to the facts and the reasons for the conduct.

Some pitfalls

Be careful of the following traps:

- **Acting Hastily.** Acting too quickly is a common mistake. Gather the facts quickly, then act.
- **Delaying Action.** Don't delay the investigation nor the action. Delaying or not acting is acting. It will cause confusion in the organization or will be seen as condoning the behavior.
- **Avoid Bias.** Bias and the appearance of bias must be avoided as much as practicable. Be careful to be objective in describing the problem, in charging the investigator and in reviewing the information. Be as factual as possible in the explanations.
- **Not Gathering Sufficient Evidence.** To maintain credibility, be thorough. Try to corroborate the truth. Be thoughtful and deliberate in every step of the process.
- **Report Results Appropriately.** Report results to the leaders who need to know the information. Know that there may be legal or policy reporting requirements. If the accused is exonerated, try to keep the accusation and investigating confidential.

In Summary

It's important to ask if your organization has clear rules for handling complaints. Does your organization have a culture of fairness? Should you anticipate that allegations will occur?

Allegations are unavoidable. Have policies and rules on who will investigate various types of allegations, who will review results and who will be made aware. Some organizations have a Compliance Department that handles these matters, while others use their auditors, lawyers or human resource professionals depending on the type of allegation. What is important is that there is a process and procedure in place.

Misunderstandings will occur in organizations. The best way to address them is by having an open, honest, fair culture where employees are encouraged to speak-up when they have questions and where leaders listen and respond to them. ☺



Brad Yarbrough is the Owner and CEO of Pilgrim Land Services, a right of way services company in Oklahoma City. With over 35 years experience in oil and gas, he has clients nationwide and an extensive network of landmen and agents.



AN INTERVIEW WITH IRWA'S YOUNG PROFESSIONAL OF THE YEAR

KASY BALDAUF, SR/WA

What did it mean to hear your name and walk across that stage to receive your award?

To hear my name being announced during the award ceremony will be a moment I'll never forget. It took a lot of hours of hard work and volunteering within the IRWA to get to that moment, and it was all worth it. I was also terrified of tripping as I walked up to the stage, so I felt like it took forever to reach the steps.

What advice would you give to someone that is new in their career/the IRWA and looking for the next step?

Ask questions. The best way to learn in this industry is to ask as many questions as possible. If that means asking your questions in the IRWA courses or bouncing ideas off your mentor, just keep doing it. There is nothing better than learning from your peers and mentors who have different experiences than you. Their experiences will help you to continue to grow in the industry and in your career.

What was your favorite part of the Conference in Portland?

I really enjoyed the Monday Night Event. This was the highlight of my conference since I had been working with RWIEF for several months pulling it all together. It took a team effort and it really paid off. Thank you to everyone who volunteered his or her time to setup and execute the event.

If you could go back and tell yourself something 10 years ago, what would it be?

There's a lot of things I would love to go back tell myself about life, love and careers, but I think the top piece of advice would be to do what you love, not what everyone thinks you should do. Only you know what's best for your path forward and how to get there.

What has this career meant to you?

When I graduated from Texas A&M, I didn't know "what I wanted to be when I grew up." Finding my place within the right of way industry has been the best thing I could have ever asked for. I like to claim I talked my way in and I have never looked back.

If we could hold the IRWA Annual International Education Conference anywhere in the world, where would you pick and why?

I've been to the past five conferences and enjoyed every one of them. I'm really looking forward to the San Antonio conference in 2021 so everyone can come get a good taste of Texas! However, if I had to pick somewhere other than Texas, I would chose the New England area. There's so much history in that part of the United States and I would love to spend more time up there.

Share a YPG memory that has impacted your life.

One of my favorite memories with the YPG would be within my own Chapter in Houston. When I was new to the right of way industry and started to volunteer within the Chapter, I was introduced to someone who would ultimately become one of my best friends. We had a lunch setup so we could meet and start planning YP events for the local young professionals. Our friendship immediately kicked off and we haven't looked back. That was a great day to discover someone just as ambitious and driven as I am and we had a lot of fun growing our YP group together.

If you had to describe the YP Committee in one sentence, what would it be?

The YP Committee is and will always be resilient.

What can IRWA do better to support the YPs within the organization?

The IRWA can continue to support the YPs with more educational courses and mentorship opportunities. I believe one thing missing in our course listings are courses dedicated to project management.

How has being a YP representative on the Trustee's Board impacted you?

Being a Trustee for the Right of Way International Education Foundation has been one of the greatest honors of my career. I've learn so much about the Foundation and Association from the other Trustees and it's opened my eyes to all the possibilities that we are so lucky to have. This group is one of the most supportive teams I've ever been a part of.

How have you impacted the Trustee Board?

During my second year as a Trustee, I was given the opportunity to play a big role during the Monday Night Event in Portland. The sub-committee—which was formed to handle the live and silent auction—tried many new things this past year and was part of the reason for the success. One thing about the Foundation and the trustees serving is they all pull their weight and work together as a well-oiled machine. All opinions and ideas are listened to in an environment that is encouraging of growth and development, and that allows the Foundation to continue to be successful.

Bonus Question: What is your favorite food?

Okra. I will eat it any and every way you can possibly cook it, including straight out of the garden. 🌱





Golden

OPPORTUNITY

BY LORE DEASTRA, SR/WA

Old Dominion Chapter 52 celebrates 50TH anniversary



On a brisk winter afternoon, Al Laube received a call from a former Virginia Department of Transportation (VDOT) colleague, Stewart “Stu” Tyler, SR/WA. Stu was on a mission to find the original members of the first Old Dominion Chapter 52, and his pursuit led him to Al, the first Chapter 52 President.

A Worthy Resource

At the end of April, Al and his wife Harriet Laube met with Stu to reminisce about VDOT, discuss Chapter 52 and catch up on old times. Al’s career in the Old Dominion exceeded 35 years, first as a Right of Way Trainee to authoring the Right of Way Manual. Then he handled the Capital Outlay program enlarging the District and Residency offices across the state and helped to construct the new 14-story central highway office building in Richmond to accommodate the Interstate Highway program. After the interstate program started, Al became the State Utilities Relocation Engineer.



Chapter History

The journey of the Old Dominion Chapter 52 began in 1966 when Al was being considered as the first Chapter President. He was the immediate past president of the Central Highway Office Employee Benefit Association, an organization with over 1,000 members. Al won The George Award for Outstanding Service in 1967 and 1968 as a member of the American Right of Way Association Liaison Committee. He was also awarded the Region 4 Professional of the Year. Chosen by Alva Mattox to be President, Al was elected by the membership. There were six members in Virginia, with 18 more needed to charter the Chapter.

After affiliating with the Maryland Potomac Chapter 14 on September 19, 1969, Chapter 52 was chartered with the American Right of Way Association (ARWA). There were over 150 members, family and friends in attendance with the welcoming address given by Douglas B. Fugate, the Virginia Commissioner of Highways. Entertainment was provided by the Virginia Museum Theatre Group.

As part of the American Right of Way Association, the installation of officers took place in the newly renovated 5-star Jefferson Hotel in Richmond, Virginia just two months after the Apollo 11 spaceflight landed on the moon and the Monkeys were Americas favorite TV band.



Golden Anniversary

This year, Chapter 52 celebrates its 50th anniversary. In honor of this historic event, our Board invited Al and his wife Harriet to the installation of officers at the Hanover Tavern on May 17, 2019. Before concluding the 2018-2019 year, Al shared that he was one of 24 charter members who started the Old

Dominion Chapter 52. They were an affiliate of the Potomac Chapter in Maryland for a few years before accumulating enough members to charter.

As the first author of the Virginia Right of Way Manual of Instructions, Al was presented with the 636-page 2016 edition approved by the Federal Highway Administration. He concluded the meeting with a loud thump from the gavel—much to the surprise of our members and guests who reciprocated with grateful applause.

In Recognition

Since 1969, Chapter 52 has thrived and grown to over 250 members in Virginia, North Carolina and Pennsylvania. These dedicated members come from many disciplines in right of way, including transportation, utilities, property management, environmental, appraisal, negotiation, legal and engineering.

Al is still active in the community. He has been the President of the XYZ (Extra Years of Zest) senior group for the past six years at the Overbrook Presbyterian Church. He and Harriet meet with the XYZ for lunch several times a month, travel throughout Hampton Roads and the Chesapeake Bay, and enjoy trips in Richmond such as the Federal Reserve Bank.

Thank you to Al and his lovely wife, Harriet, for their dedication and leadership to the Old Dominion Chapter 52 of the International Right of Way Association. We are grateful for your foresight, especially in assembling bylaws that withstand the tests of time. 🌟



Lore DeAstra, SR/WA, is the President of the Old Dominion Chapter 52 in Virginia. She has been a member since 2015 and is an Acquisitions Appraiser in the Right of Way and Utilities Division at the Virginia Department of Transportation.



WHY I LOVE BEING A RIGHT OF WAY AGENT

BY GEORGE CARDIERI, SR/WA

An appraiser friend of mine once told me, “George, as a right of way agent, you have the most difficult job in all of real estate.”

I thought about that for a few seconds. Sure, I’ve dealt with my fair share of upset property owners. Perhaps I’ve been cursed at on several occasions and I’m certainly responsible for the daunting task of getting unwilling property owners to sign and unwilling occupants to move. But somehow, through it all, I absolutely love my job.

I’ve written this article to share exactly why I find my job as a right of way agent extremely gratifying. This is especially important because public perception doesn’t quite give our industry the credit

it deserves. After all, eminent domain often has a negative public connotation. So as right of way agents, we really do need to understand the importance of what we do. Most importantly, as representatives of the right of way community, we should be able to express deep passion for our work with the objective of educating the public as ambassadors for our profession.

From a Macro Perspective

I don't know about you, but when I wake up in the morning and jump in the shower, I really enjoy the clean running water that immediately flows from the faucet. In the evenings when I want to watch TV with my family or on a hot day when I want to crank up that air conditioner, I've grown rather fond of that power switch that never lets me down. Simply put, if that power doesn't come on (which rarely ever happens), there's going to be a crisis in my house.

Outside of the home, when my wife has a craving for her favorite European chocolate, we simply get in the car and drive to one of several local import stores. The majority of imported products arrive in

our country by container ship at one of the major seaports before typically traveling great distances by railway and finally by delivery truck to the local retail shops across this county. It's all part of a super-efficient and effective transportation network that ultimately keeps the cost of goods affordable for us consumers—and hardly anyone ever has to think about it. It just happens!

This is just a small sample of the many infrastructure projects that help deliver the utility and transportation amenities that we as the public expect on a daily basis. And there are many more instances. For example, well-organized transportation not only stimulates commerce, but also promotes public safety and well-being. The United States Interstate Highway system was not strictly implemented for the convenience of getting people and products from point A to point B. Instead, it was constructed as a matter of national security. For instance, each year during hurricane season, literally thousands of families on the east and gulf coasts utilize our highways to safely evacuate from the impending disaster.

How about the numerous federally funded low income housing projects that our relocation agents are called upon to implement required entitlements (which are all absolutely important). We have a severe low income housing shortage in the United States and elsewhere. These types of projects are very necessary to help stem the epidemic of homelessness we're currently facing.

The whole point of this macro level discussion is that we enjoy phenomenal public services across the United States, and as a society we often tend to take many of these amenities for granted. The bottom line is the public expects reliable utilities and efficient transportation networks! As right of way agents, we know that the projects that provide these services don't just magically happen, and I am beyond proud of the role I've been able to play with my fellow right of way professionals in the continuous improvement of our public infrastructure.

From a Local Standpoint

The big picture macro perspective is important, but for me, it's the local and personal standpoint that really makes my job so satisfying.

Let's face it, the transactions we work on are a pain! But somehow, the challenge of each transaction is what makes our jobs so interesting. No two acquisitions or relocations are ever the same. Aside from having to work with your typical unwilling seller, the other potential complications can be endless. We consistently encounter complex title and escrow issues, disagreements on valuation or highest and best use of the property, debates over how the project will look in the after condition (regardless of potential severance), probable construction conflicts and even the need for alternative access to the property during construction. The list goes on





The most gratifying part of my career has been the opportunity to work directly with impacted property owners and displacees.



and on. And yet, somehow, I love the challenge of resolving each issue one by one!

Being involved in public works projects way before they're even constructed is incredibly gratifying. When I have first-hand knowledge of a project and there's information I can share with the public, or with friends and family, it really does make me feel like an important representative of the community. In fact, I would argue that it's a vital component of our job description as right of way agents to be a passionate advocate for the projects we're working on.

I get calls all the time from acquaintances asking me about potential projects they've heard about. I also occasionally—and amusingly—get blamed by friends and family members for inconveniences they might face during the actual construction phase of the project. But ever loyal to my profession, I always tell them it will be well worth it in the end.

Personal Thoughts

The most gratifying part of my career has been the opportunity to work directly with impacted property owners and displacees. I love the preparation involved with educating myself on each project. In turn, I educating the property owners about the project and the actual process. I go into each negotiation with an open mind and an open ear. I listen critically, answer questions, resolve

concerns and provide timely follow-up. Ultimately, it's all part of the process to earn the owner's trust and I know that I've successfully done my job when the owner signs. This is definitely one of my personal favorite parts of the job.

On the relocation side of it, often the most difficult task is getting the displacee in the mindset that they absolutely have to move. Having the displacee come to this realization is often an enormous challenge and for me, it's an important milestone in the process.

Denial is a strong mentality to have to overcome. To counter this, I try to emphasize the potential positives. For businesses, I emphasize that they may take this opportunity to expand or downsize. Perhaps they may even retire. With households, I try to get them to visualize living on a quiet and safe cul-de-sac if they're currently on a business road. And with residential relocation, it almost always happens in the end—I'm able to turn the initial tears of fear into tears of joy once they get settled into their replacement home.

In Closing

As right of way agents, we face a huge challenge every day. The public's perception of eminent domain is entirely negative. Although there have certainly been past injustices and government over-reach that have occurred, eminent domain is

an absolute net positive in helping to make sure that necessary infrastructure is built in a timely manner.

Personally, I've had the opportunity to develop and teach a local real estate course in Arizona for real estate licensees, in which I educate them on eminent domain and tell them what I do as a right of way agent. At the end of the class, the comment I frequently receive is, "You know, when an owner or displacee finds themselves in this situation, it doesn't seem as awful as I originally thought it might be." And I respond, "If it were unfair, I truly would not be able to do this job." ✪



George Cardieri is a Senior Right of Way Agent and Project Manager with Acquisition Sciences, Ltd. George began his right of way career as an agent for the Arizona State Land Department in 2007. As a consultant he has completed over 300 acquisitions on behalf of numerous public agencies and utility providers, and he has managed over 50 residential and business relocations throughout Arizona.

PREVENTATIVE MEASURES

Tips for avoiding cybercrimes

BY ROBERT C. WILEY

Cyberattacks are showing up increasingly in the news. Some hackers are targeting large businesses, such as Target and Amazon, as well as municipalities like cities and police departments. But most hackers are pursuing small businesses and organizations. In fact, data from Osterman Research found that small and medium businesses were increasingly victimized. The report, which presented findings on ransomware and security issues from over 1,000 small and medium-sized organizations, discovered:

- 35 percent were victims of **ransomware**.
- 22 percent had to cease business operations immediately because of **ransomware**.
- 81 percent of businesses have experienced a **cyberattack**.
- 66 percent have suffered a **data breach**.

Note that these numbers only represent reported attacks. The actual number is higher, since many victims do not report cyberattacks to the proper authorities.

These small and medium-sized businesses include real estate appraisers. The contents of most appraisal files do not hold personal sensitive information, such as Social Security numbers and bank accounts, but that doesn't preclude appraisal firms from being targets. Businesses of all sizes will remain at risk from hackers, with small to mid-sized businesses being lucrative, easy quarry.

A hacker's goal using ransomware is to hold your data hostage by shutting down access to your own files and demanding typical ransom amounts from \$2,000 to \$50,000 in bitcoin currency. Once the ransom is paid, they release your files. Add to that the cost of recovery and it's no wonder that within six months of an attack, 60 percent of small companies go out of business.

Here are valuable tips from the Department of Homeland Security on protecting your data from hackers and ransomware attacks:

What can I do to protect my data and networks?

- **Back up your computer.** Perform frequent backups of your system and other important files, and verify your backups regularly. If your computer becomes infected with ransomware, you can restore your system to its previous state using your backups.
- **Store your backups separately.** Best practice is to store your backups on a separate device that cannot be accessed from a network, such as on an external hard drive. Once the backup is completed, make sure to disconnect the external hard drive or separate device from the network or computer.



- **Train your organization.** Organizations should ensure that they provide cybersecurity awareness training to their personnel. Ideally, organizations will have regular, mandatory cybersecurity awareness training sessions to ensure their personnel are informed about current cybersecurity threats and threat actor techniques. To improve workforce awareness, organizations can test their personnel with phishing assessments that simulate real-world phishing emails.

What can I do to prevent ransomware infections?

- **Update and patch your computer.** Ensure your applications and operating systems (OSs) have been updated with the latest patches. Vulnerable applications and OSs are the target of most ransomware attacks.
- **Use caution with links and when entering website addresses.** Be careful when clicking directly on links in emails, even if the sender appears to be someone you know. Attempt to independently verify website addresses (e.g., contact your organization's helpdesk, search the internet for the sender organization's website or



who run a software business assisting valuation professionals. They report that on a weekly basis, they receive calls from businesses that think they might be under a cyberattack and are asked how they should handle it. The truth is, many individuals and businesses that have been hacked don't report it or tell anyone. I am surprised at the number of businessmen and women (whom I consider as tech-sophisticated) who have suffered from a ransom attack. This includes consultants, a well-known appraiser software company, real estate agencies, large appraisal firms, etc. We even had one of our appraiser insureds call us to say that he was hacked and that we shouldn't open any Dropbox attachments sent from his email address. It just goes to show that it's very important to take precautions and educate yourself and your business when it comes to cybercrimes.

LIA is now including an indication for cyber coverage to all our E&O appraiser clients. This policy aims to protect you and your business from the costs of ransomware, phishing, or social engineering attacks and data breaches. We offer very competitive premiums combined with broad benefits including data privacy liability, network security liability, e-media liability, notification expense/credit monitoring expense, crisis management expense, data privacy regulatory expense and cyber investigation expense. Our experienced team of underwriters work with your management team to develop comprehensive, cost-effective insurance solutions. 📌



Robert C. Wiley is President of LIA Administrators & Insurance Services. Visit our website www.liability.com to learn more.

the topic mentioned in the email). Pay attention to the website addresses you click on, as well as those you enter yourself. Malicious website addresses often appear almost identical to legitimate sites by using a slight variation in spelling or a different domain (e.g., .com instead of .net).

- **Open email attachments with caution.** Be wary of opening email attachments, even from senders you think you know, particularly when attachments are compressed files or ZIP files. Be wary of unfamiliar files from sharing platforms such as Dropbox.
- **Keep your personal information safe.** Check a website's security to ensure the information you submit is encrypted before you provide it.
- **Verify email senders.** If you are unsure whether or not an email is legitimate, try to verify the email's legitimacy by contacting the sender directly. Do not click on any links in the email. If possible, use a previous (legitimate) email to ensure the

contact information you have for the sender is authentic before you contact them.

- **Inform yourself.** Keep yourself informed about recent cybersecurity threats and up-to-date on ransomware techniques. You can find information about known phishing attacks on the Anti-Phishing Working Group website (<https://apwg.org/>). You may also want to sign up for CISA product notifications, which will alert you when a new alert, analysis report, bulletin, current activity or tip has been published.
- **Use and maintain preventative software programs.** Install antivirus software, firewalls and email filters and keep them updated.

Cyberattacks are a real threat to firms and professionals in the valuation industry. This concern is shared by LIA Administrators & Insurance Services and our legal and association partners. Our web consultants are appraisers



A UNIFIED VISION

BY ETHEL NAVALES

An Interview with IRWA International President AIMIE MIMS, SR/WA

Aimie Mims, SR/WA, gazed into the crowd at the Annual International Education Conference in Portland, Oregon. She had just been presented with the International President's pin and the audience looked back at her with anticipation. This was an enormous moment in her IRWA career, and she couldn't help but think of the innumerable highs and lows that led to this.

As she stepped up to the podium, her mind raced thinking of the challenges she had faced in the previous year alone. There were moments, she admitted to herself, when she wondered if it was all worth it. She had joined the International Executive Committee in an untraditional way and her journey hadn't been the easiest. But in the audience, she saw the familiar faces of her mother and her two month old baby, her mentors, colleagues and friends—people who supported her throughout this journey and who fiercely believed in her. In that moment, she knew the struggles she faced and the challenges yet to come would be worth it to ensure that this Association thrives.

There was no doubt that stepping into this position as President meant an incredible amount of responsibility. She was about to embark on what could be one of the most difficult and rewarding years of her entire professional and volunteer career. But she also realized that despite any nerves or any doubts, she was ready.

Aimie looked to the teleprompter and saw a single word rise up before her: breathe. It was a reminder she wrote to herself knowing that her emotions would be running high during such an important moment. So she took a breath, smiled to the crowd and began her speech as IRWA's International President.

Tell us how you first became involved in the right of way industry.

After serving in the United States Peace Corps as a Community Education Promoter for four years in Guyana, South America, I returned home to Minnesota unsure of my next move. I took a job as a temporary front desk receptionist at an engineering firm in my hometown. I started helping the project team on tasks such as landowner mailings, contact log set up and quality control, document research and recording. After several weeks of working together and getting to know each other, the project manager said he was pleased with my performance and intrigued by my background in conflict resolution. He asked if I would be interested in joining their right of way team, to which I responded, "Sure! What's right of way?" And the rest is history.

Was there a particular reason or person that led you to join the IRWA?

The person that got me started in right of way, Michael Noonan, encouraged me to join the IRWA to expand my professional network and help build my technical skillset through the educational courses. It was probably the best advice I ever received.

Mike has been an incredible mentor to me over the past decade and still is to this day. He's helped teach me the technical aspects of our profession and has provided unwavering support and encouragement in my professional endeavors. My hope is that I can "pay it forward" by mentoring and supporting my team members as Mike has done for me.

What was your initial impression of the Association and has that perception changed?

I remember attending my very first IRWA Minnesota Chapter 20 meeting held at the Midland Hills Country Club in St. Paul. The room was packed with around 40-50 people. Everyone seemed like old friends, which was initially intimidating. However, I was warmly welcomed by many members and that quickly put me at ease. I remember thinking there must be a reason the meeting had such a large turnout and I was intrigued to find out why.

Now after having attended numerous meetings over the past 10+ years, I believe our education, credentialing, certifications and networking contribute to what makes this Association so great. But it's clearly more than that. To so many of us, when we think about the IRWA, we think about lifelong friendships and the ability to pick up

after a year or more without seeing each other and not missing a beat. It means a place of understanding, where we don't have to try to explain our jobs to blank stares; we inherently get each other. It means that we challenge and push each other in new and different directions for the sake of what is best for the Association, our profession and the greater good.

What do you find most rewarding about volunteering your time to IRWA?

I'm so inspired by our members and their passion for the work that we do. Our Association is made up of incredible people who do incredible things. We connect people and improve lives in newer, safer, more reliable ways through transportation, energy and water infrastructure projects. We are passionate about the work we do because we know that it matters.

Tell us how you became involved in IRWA leadership. What led to your decision to join the IEC?

I ran from the floor for International Secretary at the Annual Education Conference in San Diego in 2015. I ran for two reasons: 1) I firmly believe that our Association deserves a choice in who we elect to serve on the International Executive Committee by having more than one candidate run for the position, and 2) I believe young and mid-career professionals deserve to have representation on the International Executive Committee (IEC). Historically, members of the IEC had been elected after serving at the Chapter and then at the Region leadership levels. While this experience is certainly valuable, it is not the only path to leadership. By having a leadership team with diverse backgrounds and experience, we are able to represent our membership in a more complete and balanced way.



As part of the IEC, what has been the biggest challenge to date?

Our Association's leaders and staff have been putting in an incredible amount of work to assure our Association is on solid footing. Although we have faced challenges that have stretched us in difficult and unexpected ways, we have been afforded an incredible opportunity. We now have the ability to take stock of who we are as an Association and what we want to become. We have a chance to redefine our legacy.

This year, we will recommit to our fundamental cause of improving people's lives through infrastructure development. And most importantly, we will recommit to each other. After all, no one else understands how much that support of one another means.

I want to take a moment to thank and recognize our Association's staff who have continued to work diligently to serve our members during these times of challenge. Their hard work and commitment to this Association has not gone unnoticed, and I sincerely appreciate all that they do.

As President, what are some of your most immediate priorities?

There are a number of goals I have set and steps to be taken to advance the Association. One of our immediate goals is to provide our Committees and Communities of Practice (CoPs) with the opportunity to determine the course for the year, while establishing a communication and accountability framework. As such, Committee Chairs and CoP Leaders have been tasked with creating strategic plans that outline their fiscal year goals.

Additionally, a priority of the IEC is the development of a strategy for recruiting a new Chief Executive Officer. In the interim, we are working with senior management at Headquarters to provide on-going support to our staff.

What do you believe is the role of IRWA's International President?

I believe that it is not any one individual (not even the President), but rather the entire membership that drives our Association forward. Our Association is large and diverse and often faces conflicting needs and priorities. To me, the President's role is to listen to the membership, Association leaders and staff in order to comprehensively

and thoughtfully understand their needs and desires. It's the President's responsibility to then help prioritize these needs and desires to ensure we have adequate resources available to properly support the initiatives.

During your speech at the Annual International Education Conference in Portland, you spoke about a unified vision for our Association. Can you expand on that?

As I discussed in the July/August 2019 issue of *Right of Way Magazine*, the common ground that unites us was recently tested and our Association faced our share of challenges and change. Although we grappled with determining our path forward, these difficulties pushed us to hold each other accountable. Together, we share a unified vision of addressing and prioritizing the issues at hand.

Moving forward, I am confident that our leadership and staff are aligned on how best to support the important work of our members. I am also confident that with any adversity, we will emerge on the other side a stronger, more aligned community of professionals who have a clearer, unified vision of our future.

What do you want our members to know about you and what can they look forward to this year?

I shared with those of you who were able to attend the Annual International Education Conference in Portland that I feel a great sense of responsibility in being our Association's President. At the Board of Directors meeting, I committed to give the absolute best of my abilities. I will listen and seek to understand and consider other perspectives to work in the best interest of our Association.

In looking to the year ahead and beyond, we have great things—and great responsibility—on our horizon. The demands for clean water, reliable energy and efficient transportation are mounting. Landowners, communities and stakeholders are counting on us to help mitigate the risks, moderate the process and smooth the conflicts that are inherent in our line of work. Our work is more important than ever, and we must continue to nurture and care for our Association and each other so that we may effectively and responsibly meet these demands.

How can we better engage our membership?

I believe that supporting and encouraging new and creative programming initiatives at the Chapter level is crucial to our continued success. After all, our Chapters are the primary way in which new members are brought into the Association.



Additionally, with the implementation of the International Committee and CoP strategic plans, our aim is to provide Committees and COPs with the support and resources they need to be successful in delivering member value. No one knows our membership needs better than our Committees and CoPs. By empowering them to strategically align with our membership, we in turn will be creating enhanced engagement and member value.

What is the greatest benefit of membership?

There are so many incredible benefits to becoming part of the IRWA, which is apparent by just looking at how much this Association means to so many of us. Our education, credentialing and certifications provide the technical know-how and support to our members as they work to improve people's quality of life through infrastructure development. In addition, our meetings and networking allow us to create lifelong friendships with people who understand, guide and support one another.

Any final words for our membership?

I will remain honest and committed to working diligently in the best interest of our Association as a whole. You have my word and I expect you to hold me accountable. Together we will partner in trust to do our best and to do the right thing. 🌟

IRWA'S 65TH ANNUAL INTERNATIONAL EDUCATION CONFERENCE

BY ETHEL NAVALES



In June of 2019, Portland, Oregon opened its doors to over 1,200 right of way professionals for IRWA's 65th Annual Education Conference. IRWA International President Jeff Jones, SR/WA, began the Opening Ceremony by discussing the events that transpired on May 31st, which changed the IRWA family forever.

"As we begin this Conference, we are thinking of our colleagues that are not here with us due to the senseless tragedy in Virginia Beach," Jeff noted. "As I mentioned before, whether we personally knew each one of them or not, we do know them by the passion they had for the people they served, their love of their profession, and the dedication and commitment they had for the IRWA."

A moment of silence was offered for LaQuita C. Brown, Mary Louise Gayle, SR/WA, and Alexander Mikhail Gusev, SR/WA. Everyone was encouraged to visit the table set up in their honor.

A Warm Welcome

On behalf of Chapter 3 and Region 7, Conference Co-Chairs Leslie Finnegan, SR/WA, and Jim Lingeman, SR/WA, took the stage and welcomed everyone in attendance. They invited participants to all the exciting events that Conference had to offer,

including the incredible educational sessions, the jam-packed exhibit hall, the Monday Night Event, the Golf Tournament and the Finnigan Fun Run. Leslie and Jim went on to thank Troop 530 for the presentation of the flags before thanking all the dedicated individuals and volunteers who helped to make this event happen.

Jeff returned to the stage to call the Annual Meeting of the Members to order and to acknowledge the 2018-2019 International Executive Committee (IEC) Members, the International Advisory Council and the International Governing Council (IGC).

Jeff then congratulated this year's finalists for our Association's most prestigious award, the Frank C. Balfour Professional of the Year. The finalists—Fredrick Easton, Jr., SR/WA, Leslie Finnigan, SR/WA, and Cyndi Whelpley, SR/WA—each went on stage to share their feelings on receiving such a high recognition.

Moving Forward

Jeff welcomed Interim Chief Executive Officer Daniel Stekol to the stage for a few brief comments. On behalf of himself, CFO Rakhshan Mazarei and all of Headquarters, Daniel thanked the IEC and the IGC for their confidence in staff during this transition period.





“We can do better. We will do better. All of you at this Conference and the thousands of members who could not attend deserve better,” Daniel remarked. “And together, we will make this happen.”

“We need to keep our people in mind,” Jeff noted as he returned to the stage. “Whether it is the public, the users of our services or our members, our purpose is what we do for our profession. We improve people’s quality of life through infrastructure development.”

Celebrating Our Successes

Jeff acknowledged that our members have had a big part in the development of transportation systems, clean water systems and the ability to bring electric, natural gas and oil products to homes and businesses. Additionally, our members continue to be part of the maintenance and rebuilding of roads, rail projects, electric, water service, pipeline systems and more.

He went on to discuss the value we bring through our education and credentialing programs, such as the World CLIMB, which was presented by the Partnership for Infrastructure Professional Education (PIPE) Committee. In the past five years, PIPE has been integral in obtaining 41,064 course participations and in the production of seven new courses.

IRWA credentialing remains strong as well. In 2016, Past President Mary Anne Marr, SR/WA, and Right of Way International Education Foundation (RWIEF) President Carol Croft, SR/WA, collaborated to create the 40 for 40 program. Under this program, the RWIEF provided scholarships totaling \$185,000 for 40 IRWA members to obtain their RWA or RWP designations.

In September 2018, the IGC agreed to pause the Association’s Governance Project and created a Governance Task Force to review the process. This task force is on track to complete their work for presentation at the IGC meeting in September.

Finally, Jeff congratulated IRWA’s Young Professionals for officially becoming IRWA’s newest committee. On that high note, Jeff thanked everyone for their attendance and invited them to have some fun.

Special Guest

To conclude the event, the Opening Ceremony speaker was none other than Captain Larry Brudnicki, who commanded the Coast Guard ship that performed two dramatic rescues during the worst weather in over 100 years. His tale inspired a New York Times Best Seller and the blockbuster movie, “The Perfect Storm,” starring George Clooney.



AWARDS CEREMONY



International Nominations and Elections Committee (INEC) Chair Randall Kopfer, SR/WA, recognized all of this year's award nominees and winners, commenting, "The awards presented today symbolize the best of the IRWA and the professionals in this industry. Every recipient and finalist should be proud of their accomplishments." He kicked off the ceremony by recognizing the 17th Annual International Surveying and Engineering CoP Right of Way Mapping Winners. Randall then invited INEC Vice Chair Jenni Kriner, SR/WA, to the stage to announce the Student Scholarship Awardee, Maxwell Bauer.

The Annual Awards Ceremony continues to be one of the most anticipated events of the International Education Conference. We congratulate everyone who was recognized for their exemplary work on behalf of the Association.

Winner of the Employer of the Year Award with less than 20 employees was Miller Nash Graham & Dunn LLP.



The recipient of this year's Alan D. Wurtz, SR/WA Young Professional Scholarship Award was Shannon Wilkins.



For the Employer of the Year with more than 20 employees, the award went to O.R. Colan Associates, LLC.



Donnie J. Sherwood, SR/WA, was named the W. Howard Armstrong Instructor of the Year.



The Young Professional of the Year Award was presented to Kasy Baldauf, SR/WA.

The Frank C. Balfour Professional of the Year Award stands as the most esteemed honor of the IRWA. Named after the Association's founder, this award honors professionals who have demonstrated exemplary support to the Association and have shown outstanding contributions made through leadership positions in the Chapter, Regional and International level. This year, the award was presented to Leslie Finnigan, SR/WA.

“I have so much tremendous gratitude for everybody here. The recognition is very sweet,” Leslie said. “I remember the first conference that I went to in 1987. I found a real path within right of way and I wanted to see what I could do and how far I could go.”



Chapter 83, South Africa received the Gene L. Land Award for highest numerical gain.

Chapter 10, Region 5, Indiana Crossroads was presented with the Newsletter of the Year Award.

The Chapter of the Year Award was presented to Chapter 4, Region 7, Puget Sound.



Chapter 84, Nigeria received the Gene L. Land Award for highest percentage gain.

Chapter 38, Region 9, Salt Lake City was awarded Website of the Year.

The State of Utah Department of Transportation was awarded the Government Employer of the Year.

SR/WA RECOGNITION



Over the past 12 months, 80 dedicated members have worked hard to achieve IRWA's highest professional designation, the SR/WA. Those who achieve this designation have proven their professional status through a combination of experience, education and examination.

During the SR/WA Recognition Ceremony, conference attendees gathered to acknowledge this commitment to professional development. Recipients were announced by our special guest emcee, Drew Carney. Drew joined Portland's KGW-TV as an anchor in September of 2006. He has also spent the past 12 years producing entertaining and community-minded reports for the Sunrise show. Drew's TV career began 20 years ago and in 2000, he moved to Portland and made the switch from sports anchor to feature segment reporter.

The SR/WA honorees were all invited to accept a certificate and have their photo taken with International President Jeff Jones, SR/WA, Chair of the Partnership for Infrastructure Professional Education Tami Benson, SR/WA, and Chair of the Credentialing Committee Trevor Martins, SR/WA.



INTERNATIONAL LUNCHEON



Our Association's global development remains an integral part of our mission to improve people's quality of life through infrastructure development. With members in 17 countries, the IRWA's influence continues to shape regulations, policy and laws regarding access for infrastructure projects worldwide.



To begin the event, Chair of the Council on International Relations Mary Anne Marr, SR/WA, went on stage to introduce the incoming (and previous) Chair, Randy Williams, SR/WA. Together, they welcomed those in attendance and spoke on the unique opportunity we have as an Association to share and embrace our international growth.



International Chapters were invited to speak on a topic of their choosing, providing a wonderful chance to see the IRWA at work across the globe. Brodie Allen represented Canada, Cesar Cantu spoke on behalf of Mexico, Gershom Henshaw represented Nigeria, Abdullah Ibrahim Aljalal represented Saudi Arabia and Jacques du Plessis spoke on behalf of South Africa.



BOARD OF DIRECTORS

Every year, a large portion of the business of the Association is conducted at the Annual Board of Directors Meeting. This year, that meeting took place on Wednesday, June 12th. International President Jeff Jones, SR/WA, welcomed the members in attendance and called the meeting to order. The first agenda item was the approval of the minutes from the previous meeting held in Edmonton, Alberta. These minutes, as well as the financial statements, were distributed electronically in advance. The motion passed to approve the minutes as distributed.

Jeff invited International Treasurer Jake Farrell, SR/WA, to the stage to present the proposed 2020 budget. Jake made note that the Finance Committee met four times during the year—including one meeting at Headquarters—to review the Association’s historical financial records and create a budget based on trends and data. Jake remarked, “I am pleased to bring you a budget proposal that aligns with our strategies to increase the visibility of the IRWA and its certified and designated members, provide for the development of new education programming and review current programming.” The 2019-2020 budget was approved as presented.

Jeff acknowledged one board resolution offered for consideration, which discussed the details of an IRWA corporate membership option. After some

discussion, the proposed resolution of an update to the International Bylaws was approved.

Nominations

Next on the agenda was the nomination of the International Executive Committee (IEC) Officers. Chair of the International Nominations and Elections Committee Randall Kopfer, SR/WA, took the stage to present the INEC nominations. Aimie Mims, SR/WA was confirmed as IRWA’s incoming International President. Sharon Slauenwhite, SR/WA, Jake Farrell, SR/WA, and James A. Olschewski, SR/WA, were up for reelection and confirmed. Judy Jones, SR/WA, joined the IEC as IRWA’s incoming International Treasurer. Jeff announced that Brad Kuhn, Esq. will continue to serve as International General Counsel for 2019-2020.

International Secretary James A. Olschewski presented the International Region Officers, while President-Elect Aimie Mims announced the appointments of the 2019-2020 International Service and Industry Committee Chairs, Vice Chairs and Community of Practice Leaders.

Jeff invited the entire slate of 2019-2020 elected officers to come forward to the front of the stage to be sworn in by Past International President, Gordon MacNair, SR/WA.



Emerging Stronger

As is IRWA tradition, Jeff invited Aimie to take the podium and give some insight into her plans as the 2019-2020 International President. Aimie began discussing the common ground that unites the members of the IRWA. “We can often closely relate to each other on what our daily work life entails,” Aimie pointed out. “More so than many of the people closest to us.”

Aimie made note that the International Governing Council (IGC), which is comprised of IRWA’s Region Chairs and IEC members, plans to refocus its efforts around the fundamentals of the Association, including education, instructor development, curriculum development and governance. “The IGC and IEC have worked tirelessly to regain firm footing on solid ground to best position our Association to move forward to the next chapter,” Aimie remarked. “And I want to sincerely thank and recognize each of our leaders for their efforts.”

Aimie went on to describe plans for Committees and CoPs, including the establishment of a communication and accountability framework. She also acknowledged all the new and creative programming initiatives led by various Chapters. Most importantly, Aimie emphasized that we are well-positioned to address additional challenges and we are aligned on how to best support the work that our members do as right of way professionals.

“We will emerge on the other side a stronger, more aligned community of professionals who have a clearer, unified vision of our future,” she concluded.

Education Foundations

Carol Croft, SR/WA, President of the Right of Way International Education Foundation, took the stage and thanked everyone in attendance for their commitment to the right of way profession.

“As I’ve stated many times before, I have the privilege of sitting around the table with a group of men and women who are passionate about their profession and their position as a trustee,” Carol said. “Their passion is evident in their volunteer work to grow the Foundation and to further our profession by funding good education initiatives.”

Carol went on provide an overview of the Foundation’s efforts, including an update on the Foundation’s assets, as well as the introduction of the Twenty-Twenty Vision Scholarship. She also thanked the many individuals who helped in creating a successful Monday Night Event and Golf Tournament. Finally, Carol showed her appreciation for the generous donations pledged to the Foundation.

Bill Giese, SR/WA, President of the Canadian Right of Way Education Foundation, stepped on to the stage to provide updates on the CRWEF. He began by introducing the incoming board of trustees. He gave a financial update, gave details on the CRWEF student scholarship and acknowledged of the success of the Canadian Hospitality Suite.

“Our Foundation’s mission is centered around educational growth,” Bill said. “The cornerstones are our volunteers, our hard work and most importantly, our donors.”



Encompassing All Aspects of the Profession

IRWA's strength is derived from the dedicated right of way professionals who serve on International Committees, Councils and Communities of Practice. The Association credits their participation, leadership and collaboration in advancing important industry initiatives.

The Annual Conference provides a unique opportunity for members to discuss topics, relevant industry changes, trends and upcoming educational initiatives. The Industry Committees focus on issues impacting the core segments associated with the right of way profession. They include Electric & Utilities, Public Agencies, Oil & Gas Pipelines and Transportation. IRWA's Communities of Practice (CoPs) focus on issues related to our major industry disciplines, including Asset Management, Environment, Relocation Assistance, Surveying & Engineering and Valuation. IRWA's Service Committees focus on maintaining and improving quality member value throughout the Association. They include Ethics, Credentialing and the Partnership for Infrastructure Professional Education.

IRWA is also guided and supported by the leadership of its various councils. The International Governing Council represents each of the 10 Regions working in conjunction with the International Executive Committee and Headquarters staff. The Advisory Council is comprised of Past International Presidents, and the International Relations Group focuses on building our international presence. The Right of Way Consultants Council represents the industry's service companies who work to develop standardized practices. And supporting the Association's educational initiatives are the Right of Way International Education Foundation and the Canadian Right of Way Education Foundation.





GOLF TOURNAMENT



In conjunction with the 65th Annual Education Conference, the RWIEF and CRWEF hosted their 23rd annual golf tournament, The Rose City Classic, on June 11th. The tournament was held on The Reserve Vineyards and Golf Club, a semi-private facility about 30 minutes outside of Portland. The Reserve boasts two 18-hole courses with enough juice in the layouts to challenge the game's greatest players. The course has hosted the PGA Champions Tour and seen play by the likes of Jack Nicklaus, Arnold Palmer, Tom Watson, Fred Couples, Phil Mickelson and Sergio Garcia, just to name a few. Under a brilliant blue sky (we were under the wrong impression that it rained in Portland), an adventurous field of 108 golfers enjoyed their round on the pristine South Course, a par 72 track measuring from 5,189 to 7,172 yards. Everyone enjoyed contests for chipping, closest-to-the pin on the par 3 holes, men and women's long drives, as well as the top three tournament finishes and a closing raffle. While being challenged by the course and having loads of fun, the Foundations raised net proceeds of \$20,000 for right of way education.

The Foundations wish to thank their participants, as well as their generous sponsors. Special thanks to **Platinum Sponsors:** Allen, Williford & Seale, Inc., IRWA International Pipeline Committee, Croft & Associates, Region 5 and Region 3; **Diamond Sponsors:** Paragon Partners, Ltd. and Coates Field Service, Inc.; **Gold Sponsor:** RWIEF Trustees; **Silver Sponsors:** Percheron and Pattison Associates, Inc.; **Bronze Sponsor:** IRWA Beaver State Chapter 3; and **Hole Sponsors:** Singlepoint Acquisitions, Carolinas Chapter 31, Indiana Chapter 10, Old Dominion Chapter 52, David Sinclair, Region 7, Region 9, Wood, Universal Field Services, Inc., O'Brien Realty Advisors, New England Chapter 16 and Region 4.

The IRWA Conference in Portland was monumental for the Young Professionals, with over 120 Young Professionals in attendance. Additionally, the Saturday Night Event was at capacity with an astounding 250 attendees. We would not have been able to have such a successful event this year if it weren't for the hard work and dedication of the Region Representatives in securing our amazing sponsors. We would like to give special thanks to our Purposeful Sponsor, Contract Land Staff, as well as our other sponsors: Croft and Associates, Universal Field Service, IRWA Chapter 8, IRWA Chapter 39, CBRE, HDR, IRWA Chapter 37, IRWA Chapter 16, OPC, Colliers International and IRWA Chapter 20.

The Young Professionals hosted two informative sessions during the conference. Our first session was on the topic of Generational Management, which was presented by a dynamic panel which consisted of a Millennial, a Gen X'er and a Baby Boomer. Our next session was an open discussion on getting a Young Professionals Committee started at the Chapter level. Participants left with some great tools to start attracting and retaining Young Professionals.



The most monumental part of this year's Conference was the announcement that the Young Professionals Group is now officially the Young Professionals Committee. This is a great step forward for the Young Professionals, as well as the organization as a whole. It is definitely an honor for me to serve as Chair during this time, along with YP Vice Chair Noelle Hoelsken, YP Secretary Jon Kriner and all of the Region Representatives. We will continue advocate for the Young Professionals within this organization and work to recruit even more through purposeful actions. Here is to a great year full of growth and amazing opportunities.

-Matthew Eckmann, SR/WA, Young Professionals Committee Chair

YOUNG PROFESSIONALS

YYP

The IRWA Young Professionals Group would like to extend a special thank you to our sponsors below.

Purposeful Sponsor



Advocates



Believers



Supporters



CLOSING GALA



IRWA's 65th Annual International Education Conference came to a close on Wednesday, June 12th with the Closing Gala. In his farewell remarks, Jeff Jones, SR/WA, thanked the many people who supported him on his journey to becoming IRWA's International President, including Michigan Chapter 7, various Past Presidents, Region 5, the Advisory Council, the IGC, Committee and CoP members, Headquarters staff and the 2018-2019 IEC members. Finally, saving best for last, Jeff thanked his wife for her unyielding support.

Addressing the entire audience, Jeff ended his speech saying, "I thank you all for your trust, support and above all, your friendship—not just this past Presidential year, but over my IRWA career."

In honor of stepping into the Association's highest elected position, Aimie Mims, SR/WA, was called up to the stage for the presentation of the President's pin.

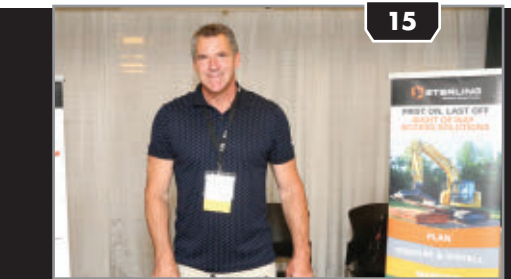
"I feel a great sense of responsibility in being your President," Aimie said. "My commitment to you is to give you the absolute best of my abilities. I will listen and seek to understand. I will consider other perspectives. I will remain honest and committed to working diligently in the best interest of our Association as a whole. You have my word and I expect you to hold me accountable. Together we will partner in trust to do our best—to do the right thing."

With hundreds of conference attendees, the Exhibit Hall served as an ideal venue for exhibitors to showcase their products and services to the dedicated right of way professionals in attendance. For a chance to win an iPad, each conference attendee received an Exhibit Hall Passport, which encourages participants to visit each booth to obtain a signature. This created a highly interactive environment among the participants and was a great success in generating traffic.

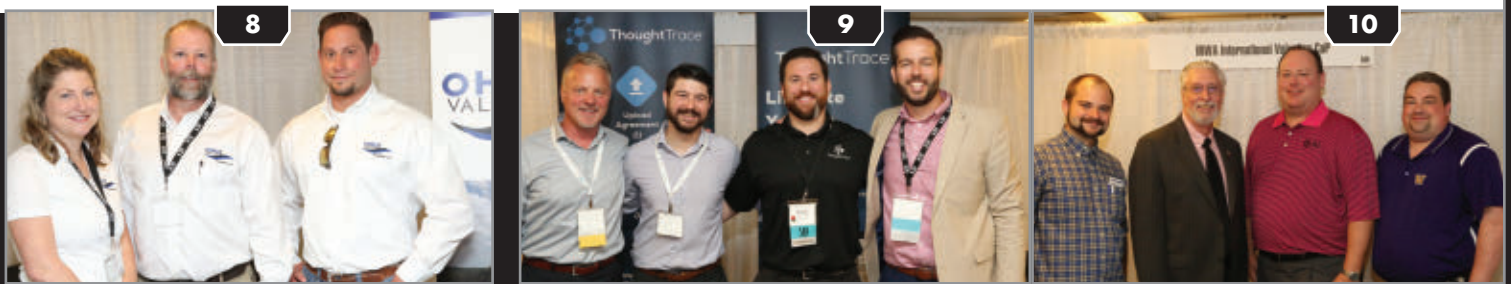


1. Valbridge Property Advisors 2. IRWA International Transportation Committee 3. CBRE, Inc. 4. Contract Land Staff 5. IRWA International Electric & Utilities Committee and IRWA International Surveying & Engineering CoP 6. Appraisal Institute 7. ROWE Professional Services Company 8. Allen, Williford & Seale, Inc. 9. Pandell 10. Farnsworth Group, Inc. 11. McElhanney Ltd. 12. DataTree by First American 13. Altus Group Ltd. 14. Paragon Partners Ltd. 15. IRWA Young Professionals

EXHIBIT HALL



1. Canadian Right of Way International Education Foundation 2. Atwell, LLC 3. Wood 4. Flairdocs 5. Right of Way International Education Foundation 6. 2020 Conference Host - Minneapolis, MN 7. LIA Administrators & Insurance Services 8. OR Colan 9. Synergy Land Services 10. TRC 11. Percheron 12. JLL Valuation & Advisory Services, LLC 13. HDR 14. Integra Realty Resources 15. Sterling



1. Associated Right of Way Services, Inc. 2. geoAMPS 3. Holland Right of Way 4. Western Land Services, Inc. 5. Emerald Energy & Exploration Land Company 6. Evolve Surface Strategies, Inc. 7. Doyle Land Services, Inc. 8. Ohio Valley Acquisition LLC 9. ThoughtTrace, Inc. 10. IRWA International Valuation CoP 11. IRWA International Asset Management CoP 12. Coates Field Service, Inc. 13. Utility Engineering & Surveying Institute 14. Universal Field Services, Inc.

MONDAY NIGHT EVENT

Everyone had a blast at Pioneer Square, downtown Portland's outdoor historical venue, where the Education Foundations hosted their annual fundraiser. Over 700 attendees were greeted by Brian Kidd (AKA The Unipiper), an amazing local entertainer dressed as Darth Vader who rode a unicycle while playing bagpipes that threw flames (you can't make this stuff up).

New this year was a silent auction, which utilized a real-time electronic app by Handbid. Guests could follow auction items on mobile devices and see who was outbidding who. Delicious food and strawberry shortcake were enjoyed, followed by a live auction featuring a puppet of our outgoing IRWA International President, Jeff Jones, SR/WA. Guests danced the night away with fantastic music by Five Guys Named Moe, who performed everything from Motown to rock 'n roll classics. Bringing the evening to a close, Chapter 4's Tanya Johnson, SR/WA, serenaded guests with her sultry rendition of Patsy Cline's big hit, "Crazy." Approximate net proceeds of \$30,000 were raised for right of way education.

The Foundations wish to thank their generous sponsors: Appraisal Institute, OR Colan Associates, Lingeman Valuation & Consulting LLC, Miller Nash Graham & Dunn LLP, RP Herman & Associates LLC, Croft & Associates LLC, Saalfeld Griggs PC, Tierra Right of Way Services, Universal Field Services, Inc., AKS Engineering & Forestry, IRWA Region 6, IRWA Chapter 10, Cable Huston LLP and Epic Land Solutions, Inc.



In Appreciation

IRWA is pleased to give special recognition to our sponsors for their generosity in making this year's conference a success.

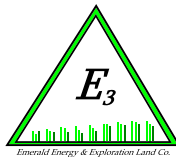
EXCLUSIVE HOST SITE SPONSOR

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SILVER



IRWA MAPPING CONTEST

2019 award winners announced

The winners of IRWA's Annual Right of Way Mapping Competition were announced recently at the 65th Annual International Education Conference in Portland, Oregon.

The competition is sponsored by the IRWA Surveying and Engineering Community of Practice which promotes and supports surveying and engineering professions and their interests within the right of way profession.

This year, there were over 20 entries with Nick Ryan from Consumers Energy Company of Jackson, Michigan being awarded the overall Grand Prize with his entry in the Oil & Gas category.

Winning entries received well-deserved recognition at the awards ceremony and were prominently displayed during the Education Conference.

Entry forms for the 18th Annual Right of Way Mapping Competition will be provided soon. In addition, two new categories will be added: Subsurface Utility Engineering (SUE) and Engineering. More details on the competition will appear in upcoming issues of *Right of Way Magazine*.

Individual category winners were:

Oil & Gas, Nick Ryan
Consumers Energy Company
Jackson, Michigan, USA

Railroad Acquisition Process

1994 Plat Map

Digitize Deeds (1856 - 2014)

Digitize Land Sales (1883 - 2008)

River Island Research

USA Easement/Fish & Wildlife Research

Current Client Acquisition Status

Transportation, Bryan Northouse
JCG Land Services Inc.
Nevada, Iowa, USA

This map series is derived from a complex railroad acquisition project. The study corridor spreads across two cities, two states and under jurisdiction of three federal agencies. Our research included land ownership and acquisition, determinations of ownership of river islands and mapping historical deeds as far back as 1856 to verify ownership in the client corridor.

IRWA COURSES

CLASSROOM BASED

BASIC RIGHT OF WAY DISCIPLINES

100	Principles of Land Acquisition	2 days
102	Elevating Your Ethical Awareness	1 day
105	The Uniform Act Executive Summary	1 day

COMMUNICATION/NEGOTIATIONS

200	Principles of Real Estate Negotiation	2 days
201	Communication in Real Estate Acquisition	3 days
203	Alternative Dispute Resolution	2 days
205	Bargaining Negotiations	2 days
207	Practical Negotiations for U.S. Federal & Federally Assisted Projects	2 days
209	Negotiating Effectively with a Diverse Clientele	2 days
213	Conflict Management	1 day
215	ROW Acquisition for Pipeline Projects	2 days
218	ROW Acquisition for Electrical Transmission Projects	2 days
219	Introduction to Presentation, Instruction and Facilitation	2 days
225	Social Ecology: Listening to Community	1 day
230	Oil/Gas Land Basics & Related Surface Rights Issues	1 day
235C	The Canadian Oil & Gas Industry Overview	2 days

MANAGEMENT

303	Managing the Consultant Process	2 days
304	When Public Agencies Collide	1 day

APPRAISAL

400, 400C	Principles of Real Estate Appraisal	2 days
402	Introduction to the Income Capitalization Approach	1 day
403	Easement Valuation	1 day
406A	15-Hour National USPAP Course Uniform Standards of Professional Appraisal Practice	2 days
406B	7-Hour National USPAP Course Uniform Standards of Professional Appraisal Practice	1 day
409	Integrating Appraisal Standards	1 day
410	Reviewing Appraisals in Eminent Domain	1 day
415	USPAP and the Yellow Book: A Guide to Understanding Their Relationship	1 day
417	The Valuation of Environmentally Contaminated Real Estate	2 days
421, 421C	The Valuation of Partial Acquisitions	4 days
431	Problems in the Valuation of Partial Acquisitions	1 day

RELOCATION ASSISTANCE

501	Residential Relocation Assistance	2 days
502	Non-Residential Relocation Assistance	2 days
503	Mobile Home Relocation	1 day
504	Computing Replacement Housing Payments	2 days
505	Advanced Residential Relocation Assistance	1 day
506	Advanced Business Relocation Assistance	2 days

ENVIRONMENT

600, 600C	Environmental Awareness	1 day
603, 603C	Understanding Environmental Contamination in Real Estate	1 day
604	Environmental Due Diligence and Liability	1 day
606, 606C	Project Development and the Environmental Process	1 day

PROPERTY/ASSET MANAGEMENT

700	Introduction to Property Management	2 days
701	Property/Asset Management: Leasing	2 days
703	Real Property/Asset Management	1 day

REAL ESTATE LAW

800, 800C	Principles of Real Estate Law	2 days
801	United States Land Titles	2 days
801C	Canadian Land Titles	2 days
802, 802C	Legal Aspects of Easements	1 day
803	Eminent Domain Law Basics for Right of Way Professionals	2 days
803C	Expropriation Law Basics for Right of Way Professionals	2 days
804	Skills of Expert Testimony	1 day

ENGINEERING

900, 900C	Principles of Real Estate Engineering	2 days
901	Engineering Plan Development and Application	1 day
902	Property Descriptions	1 day

SR/WA REVIEW STUDY SESSION

SR/WA: SR/WA Review Study Session	3 days
SR/WAC: SR/WA Review Study Session (Canadian)	3 days

ONLINE

BASIC RIGHT OF WAY DISCIPLINES

100	Principles of Land Acquisition
100	Principles of Land Acquisition (Spanish)
103	Ethics and the Right of Way Profession
104	Standards of Practice for the Right of Way Professional
105	The Uniform Act Executive Summary

COMMUNICATION/NEGOTIATIONS

Global I	International Real Estate
Global II	International Real Estate
200	Principles of Real Estate Negotiation
203	Alternative Dispute Resolution
205	Bargaining Negotiations
213	Conflict Management

MANAGEMENT

303	Managing the Consultant Process
304	When Public Agencies Collide

APPRAISAL

400	Principles of Real Estate Appraisal
402	Introduction to the Income Capitalization Approach
403	Easement Valuation
406A	15-Hour National USPAP Course Uniform Standards of Professional Appraisal Practice (<i>McKissock is the provider of The Appraisal Foundation's official online USPAP course</i>).
406B	7-Hour National USPAP Course Uniform Standards of Professional Appraisal Practice (<i>McKissock is the provider of The Appraisal Foundation's official online USPAP course</i>).
411	Appraisal Concepts for the Negotiator

RELOCATION ASSISTANCE

503	Mobile Home Relocation
507	Specialized Nonresidential Payments
520	Special Topics in Replacement Housing
521	Nonresidential Fixed Payments
530	The Business Move Process

ENVIRONMENT

600	Environmental Awareness
606, 606C	Project Development and the Environmental Process

PROPERTY/ASSET MANAGEMENT

700	Introduction to Property Management
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REAL ESTATE LAW

800	Principles of Real Estate Law
801	United States Land Titles
802	Legal Aspects of Easements

ENGINEERING

900	Principles of Real Estate Engineering
903	IKT/IRWA Underground Infrastructure Panorama

For descriptions and to find a class, visit www.irwaonline.org.

COURSES SCHEDULED

October 2019 – December 2019

REGION 1

100 (2-DAY) Principles of Land Acquisition
Tempe, AZ (10/21 - 10/22)

201 Communications in R.E. Acquisition
Long Beach, CA (10/8 - 10/10)

205 Bargaining Negotiations
San Diego, CA (10/3 - 10/4)

225 Social Ecology - Listening to Community
Los Angeles, CA (10/2 - 10/2)

421 The Valuation of Partial Acquisitions
Las Vegas, NV (10/21 - 10/24)

603 Understanding Environmental Contamination in Real Estate
Walnut Creek, CA (10/14)

604 Environmental Due Diligence and Liability
Walnut Creek, CA (10/15)

604 Environmental Due Diligence and Liability
Los Angeles, CA (12/5 - 12/5)

604 Environmental Due Diligence and Liability
Las Vegas, NV (12/13 - 12/13)

802 Legal Aspects of Easements
Las Vegas, NV (10/25 - 10/25)

901 Engineering Plan Development & Application
Las Vegas, NV (11/14 - 11/14)

902 Property Descriptions
Las Vegas, NV (12/13 - 12/13)

REGION 2

218 Right of Way Acquisition for Electrical Transmission Projects
Irving, TX (12/4 - 12/5)

400 Principles of Real Estate Appraisal
Houston, TX (10/28 - 10/29)

421 The Valuation of Partial Acquisitions
Fort Worth, TX (11/5 - 11/8)

501 Residential Relocation Assistance
Houston, TX (10/7 - 10/8)

504 Computing Replacement Housing Payments
Houston, TX (10/9 - 10/10)

801 U.S. Land Titles
Dallas, TX (10/9 - 10/10)

REGION 3

100 (2-DAY) Principles of Land Acquisition
Kansas City, MO (10/3 - 10/4)

213 Conflict Management
Kansas City, MO (11/1 - 11/1)

410 Reviewing Appraisals in Eminent Domain
Lincoln, NE (10/21 - 10/21)

417 The Valuation of Environmentally Contaminated Real Estate
Lincoln, NE (10/22 - 10/23)

603 Understanding Environmental Contamination in Real Estate
Stillwater, MN (11/5 - 11/5)

604 Environmental Due Diligence and Liability
Stillwater, MN (11/6 - 11/6)

703 Real Property Asset Management
Kansas City, MO (10/31 - 10/31)

REGION 4

102 Elevating Your Ethical Awareness
Alexandria, VA (11/6 - 11/6)

105 The Uniform Act - Executive Summary
Chesapeake, VA (10/29 - 10/29)

400 Principles of Real Estate Appraisal
Hanover, MD (11/13 - 11/14)

410 Reviewing Appraisals in Eminent Domain
Hanover, MD (11/15 - 11/15)

502 Non-Residential Relocation Assistance
Chesapeake, VA (10/30 - 10/31)

REGION 5

2200 Principles of R. E. Negotiation
Gahanna, OH (11/12 - 11/13)

213 Conflict Management
Bay Harbor, MI (10/2 - 10/2)

213 Conflict Management
Gahanna, OH (11/14 - 11/14)

218 Right of Way Acquisition for Electrical Transmission Projects
Springfield, IL (11/7 - 11/8)

400 Principles of Real Estate Appraisal
Plainfield, IN (11/4 - 11/5)

501 Residential Relocation Assistance
Elkhart Lake, WI (10/21 - 10/22)

501 Residential Relocation Assistance
Springfield, IL (10/23 - 10/24)

502 Non-Residential Relocation Assistance
Elkhart, WI (10/23 - 10/24)

505 Advanced Residential Relocation Assistance
Springfield, IL (10/25 - 10/25)

506 Advanced Business Relocation Assistance
Lexington, KY (11/6 - 11/7)

700 Introduction to Property/Asset Management
Madison, WI (12/10 - 12/11)

900 Principles of Real Estate Engineering
Ann Arbor, MI (11/4 - 11/5)

REGION 6

100 (2-DAY) Principles of Land Acquisition
Tucker, GA (10/7 - 10/8)

102 Elevating Your Ethical Awareness
Tucker, GA (10/9 - 10/9)

213 Conflict Management
Jupiter, FL (10/3 - 10/3)

700 Introduction to Property/Asset Management
Nashville, TN (12/12 - 12/13)

SR/WA Review Study Session & Exam
Tucker, GA (12/3 - 12/5)

REGION 7

201 Communications in R.E. Acquisition
Bellevue, WA (10/1 - 10/3)

205 Bargaining Negotiations
Anchorage, AK (11/18 - 11/19)

303 Managing the Consultant Process
Helena, MT (10/7 - 10/8)

421 The Valuation of Partial Acquisitions
Salem, OR (11/4 - 11/7)

504 Computing Replacement Housing Payments
Anchorage, AK (10/24 - 10/25)

803 Eminent Domain Law Basics for ROW Professionals
Bellevue, WA (11/4 - 11/5)

900 Principles of Real Estate Engineering
Spokane, WA (10/23 - 10/24)

900 Principles of Real Estate Engineering
Anchorage, AK (12/16 - 12/17)

REGION 8

100 (2-DAY) Principles of Land Acquisition
Halifax, NS (10/3 - 10/4)

200 Principles of R. E. Negotiation
Mississauga, ON (10/10 - 10/11)

421C The Valuation of Partial Acquisitions (CLASS IS FULL)
Mississauga, ON (10/22 - 10/25)

703 Real Property Asset Management
Newmarket, ON (11/21 - 11/21)

REGION 9

201 Communications in R.E. Acquisition
Centennial, CO (11/6 - 11/8)

431 Problems in the Valuation of Partial Acquisitions
Salt Lake City, UT (11/22 - 11/22)

502 Non-Residential Relocation Assistance
Salt Lake City, UT (10/2 - 10/3)

803 Eminent Domain Law Basics for ROW Professionals
Salt Lake City, UT (12/5 - 12/6)

REGION 10

800C Principles of Real Estate Law
Banff, AB (10/16 - 10/17)



Please visit irwaonline.org to view course details and to find other courses scheduled around you.

IRWA Governance Task Force Update

Mandate:

By a motion on September 15, 2018, the IRWA's International Governing Council (IGC) voted unanimously to pause the Association's Governance Project and postpone the Board of Directors vote in Portland 2019 in order to create a Governance Task Force (GTF) to review the process. The IGC directed that the Task Force would include 10 Region Representatives, the IEC as ex-officio members and a Staff Liaison. Each Region was responsible for identifying who would serve as their representatives.

Who:

- Region 1 Representative:** *Ray Mehler*, Region 1 Secretary
- Region 2 Representative:** *Kim Hiebert*, Past President Chapter 36 & International Director
- Region 3 Representative:** *Carrol McCracken*, Region 3 Secretary
- Region 4 Representative:** *Ross Greene*, Past President Chapter 52
- Region 5 Representative:** *Pat Petitto*, Past International President & Advisory Council Member
- Region 6 Representative:** *Matt Harris*, Region 6 Vice Chair
- Region 7 Representative:** *David Whitlock*, Chapter 45, PDC Chair
- Region 8 Representative:** *James Hardy*, Region 8 Vice Chair
- Region 9 Representative:** *Lee Hamre*, Past International President & Advisory Council Member
- Region 10 Representative:** *Jenna Wood*, Region 8 Chair

International Executive Committee:

- Aimie Mims*, International President
- Sharon Slauenwhite*, International President Elect & IEC Liaison/Chair
- Jake Farrell*, International Vice President & IEC Liaison/Chair
- James Olschewski*, International Treasurer
- Judy Jones*, International Secretary
- Brad Kuhn*, International General Counsel
- Daniel Stekol*, Interim CEO

Progress:

To provide the GTF members with a foundation of background information, copies of all Governance Project reports created during the course of the project were uploaded to a public community page on the IRWA Member Network to serve as discussion and reference documents during the GTF meetings. The GTF library is regularly updated with agenda and minutes of the GTF meetings and is accessible to all members.

The GTF has met nine times since inception and has completed a chronological review of the Governance Project. The Region Representatives have each been tasked with providing their Regions with regular updates after each meeting, which are then shared with their respective Chapters. Additionally, at each GTF meeting, Region Representatives have been responsible for providing the GTF with any feedback from their Regions and Chapters. Spring 2019 Forums were also an opportunity for Region Representatives to share information on the GTF and survey members for their perspectives and opinions on Association governance and strategies for the future.

The GTF is compiling its report for presentation to the IGC in September 2019. It is anticipated this report will include an analysis of the Governance Project process, as well as recommendations on a path forward, if the IGC should request it. Interested members are encouraged to review the GTF library on the Member Network.

For further details, please visit <http://bit.ly/GovernanceTaskForce>

The Mystery of Harlem Place Alley

How to determine ownership

BY MICHAEL F. YOSHIBA, ESQ.

In 1994, a nondescript 20-foot-wide alley separated an old private office building from the State of California, Department of Transportation (Caltrans) District 7 headquarters office in downtown Los Angeles. No street signage or markings identified this as anything more than a private alley that functioned as service access to the backdoors of the private office building and its tenants. After all, the Caltrans office at the end of the alley was only a building wall with no doors or windows on the ground level.

Most assumed that the alley was owned and in place for use by the private office building. The length of the alley was only two hundred feet or so and the back alley had a dead-end at the north side of the Caltrans building. The alley appeared to be an oddly shaped and undevelopable remnant parcel remaining after Caltrans (then called the State Division of Highway) headquarters was built in 1941. I later learned that this nondescript alley had a formal name, Harlem Alley.

Headquarters Building

On January 17, 1994, the Southern California area suffered the infamous 6.5 magnitude Northridge earthquake, which caused severe damage to many key parts of the local transportation infrastructure, including collapsed freeway bridges and buckled roadways. In addition, Caltrans quickly learned that its rapidly aging and functionally obsolete downtown headquarters required a complete seismic retrofitting or replacement. Caltrans documentation indicated there were fire, life safety and handicapped accessibility deficiencies in the building. As such, the building was seismically strengthened immediately following the Northridge earthquake.

Originally constructed in 1941, the Caltrans headquarters building occupied most of the entire city block. Caltrans made the necessary seismic repairs while awaiting the results of a preliminary study to decide between a more extensive retrofitting or complete replacement building. One option in the preliminary study proposed a replacement building on the then-existing footprint of the Caltrans building, which was about three-quarters of the entire City block. The proposed project did not require an acquisition of the adjacent private office building.

History of Ownership

I received a request for a legal opinion to review Caltrans' building design options and to determine if they could use Harlem Alley in the project. Caltrans was able to locate a set of old right of way maps that identified Harlem Alley before and after the Caltrans headquarters building and annex were constructed. Title research of State-owned property can be tricky because not all State property information gets recorded in the local county recorder's office. Fortunately, old State right of way maps depicted Harlem Alley extending for several blocks south and well beyond the truncated alley that existed in 1994. Research of Caltrans internal records revealed that Caltrans acquired Harlem Alley through a condemnation action in 1958 in fee simple and after the Caltrans building was constructed. The condemnation in this case eliminated any easement, access or abutter's rights previously claimed by adjoining property owner.

It was clear that over the course of time, the adjacent private office building tenants were the only ones regularly using Harlem Alley to receive store deliveries. A subsequently recorded easement was found benefitting the private building owner over Harlem Alley. However, further investigation showed that in 1958, the private property



Michael Yoshiba is a shareholder in the Eminent Domain and Litigation Departments of the Los Angeles law firm, Richards, Watson & Gershon.

owner unilaterally recorded a “Grant of Easement” and claim of Abutter’s rights to Harlem Alley for their own benefit. This was an invalid attempt at reserving or somehow securing rights to Harlem Alley. The mere giving of notice through recordation of the document is not a valid transfer of a State-owned interest in property and has no legal effect. By law such State-owned property cannot be acquired by adverse possession. The State can only transfer title to property by Director’s Deed. The easement rights were not transferred by this attempted easement grant.

Lastly, it was also discovered that the private building owner had initiated a formal request for Caltrans to vacate or alternatively sell Harlem Alley to them as excess land because it was not being used. Caltrans was actually mid-process in preparing to approve a proposed agreement to vacate or sell Harlem Alley. Not unexpectedly, Caltrans Excess Land Department immediately

withdrew from negotiations to sell the Harlem Alley property rights shortly thereafter. It was a truly ironic twist of fate that the Northridge earthquake ceased any movement that would have resulted in the sale of the Harlem Alley to the adjacent private property owners.

A Lesson Learned

With the current development boom being experienced in downtown Los Angeles, there are surely many such soon-to-be abandoned alleys with interesting stories that will disappear as fast as the new buildings rise. This section of Harlem Alley did not become the site for a new Caltrans headquarters and is now only a memory. The new Caltrans headquarters building is located at First and Main Street, and it was opened in 2004. Harlem Alley was eventually subsumed into what is now the new Los Angeles Police Department Headquarters that opened in 2017. 🌟

Right of Way and Real Estate Services



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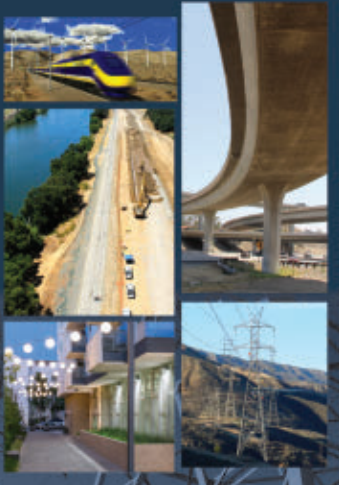
ACQUISITION ■ TITLE ■ PROJECT MGMT ■ FEASIBILITY STUDIES ■ MAPPING
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* Frank C. Balfour, SR/WA	1956-1957	* Keith L. Densley, SR/WA	1989-1990
* Richard Taylor	1957-1958	Gene A. Land, SR/WA	1990-1991
* Sam Houston	1958-1959	Robert H. Tarvin, SR/WA	1991-1992
* Fred A. Crane	1959-1960	* Donald A. Henley, SR/WA	1992-1993
* Dan W. Rosencrans	1960-1961	* John W. Benson, SR/WA	1993-1994
* Roger M. Lovell	1961-1962	Donna B. Crosby, SR/WA	1994-1995
* Roy A. Strobeck	1962-1963	Larry E. Griffin, SR/WA	1995-1996
* Dan H. Williamson	1963-1964	Susan M. Serdahl, SR/WA	1996-1997
* Philip L. Rezos, SR/WA	1964-1965	* Woodrow Pemberton, Jr., SR/WA	1997-1998
* Adelbert W. Lee, SR/WA	1965-1966	Stephanie Rankin, SR/WA	1998-1999
* Victor H. Eichhorn, SR/WA	1966-1967	Dwight G. Pattison, SR/WA	1999-2000
* William F. Howard, SR/WA	1967-1968	* Wayne F. Kennedy, SR/WA	2000-2001
* Garth J. Linkey, SR/WA	1968-1969	* Alan D. Wurtz, SR/WA	2001-2002
* George R. Watson	1969-1970	Albert N. Allen, SR/WA	2002-2003
* Karl E. Baetzner, SR/WA	1970-1971	Donald S. Marx, SR/WA	2003-2004
* Gene L. Land, SR/WA	1971-1972	Gordon E. MacNair, SR/WA	2004-2005
* Rexford M. Shaffer, Jr., SR/WA	1972-1973	Daniel W. Beardsley, SR/WA	2005-2006
* David E. Punches, SR/WA	1973-1974	James H. Finnegan, SR/WA	2006-2007
* William P. Snyder, SR/WA	1974-1975	Jim L. Struble, SR/WA	2007-2008
Richard L. Riemer, SR/WA	1975-1976	Faith A. Roland, SR/WA	2008-2009
* William L. Reid, SR/WA	1976-1977	Sandy A. Grigg, SR/WA	2009-2010
* Robert K. McCue, SR/WA	1977-1978	Kenneth L. Davis, SR/WA	2010-2011
* Wade S. Manning, SR/WA	1978-1979	Randy A. Williams, SR/WA	2011-2012
* R. Tom Benson, SR/WA	1979-1980	Patricia A. Petitto, SR/WA	2012-2013
George E. Midgett, SR/WA	1980-1981	Lisa R. Harrison, SR/WA	2013-2014
* F. Larry Stover, SR/WA	1981-1982	Lee S. Hamre, SR/WA	2014-2015
Robert L. Art, SR/WA	1982-1983	Wayne L. Goss, SR/WA	2015-2016
W.A. Thomasson, SR/WA	1983-1984	Mary Anne Marr, SR/WA	2016-2017
Richard D. Ricketts, SR/WA	1984-1985	Jerry Colburn, SR/WA	2017-2018
* John E. Day, SR/WA	1985-1985	Jeff Jones, SR/WA	2018-2019
Carroll W. Keck, SR/WA	1985-1986		
Donald H. Ellis, SR/WA	1986-1987		
Ronald L. Williams, SR/WA	1987-1988		
George D. Wilkerson, SR/WA	1988-1989		

* Deceased



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Valbridge's Jody Bishop Elected Vice President of the Appraisal Institute



Pledger M. (Jody) Bishop III, MAI, SRA, AI-GRS, of Mount Pleasant, South Carolina, was elected 2020 vice president of the **Appraisal Institute** by its Board of Directors in Denver. Jody is currently the senior managing director of Valbridge Property Advisors in Charleston. He previously was a partner with Atlantic Appraisals, LLC, an associate appraiser with Appraisal Consultants and a senior staff appraiser with the Charleston County Assessor's Office. Jody serves as a non-voting member of the Appraisal Institute Board of Directors due to his position on the Audit Committee. He has chaired the General Demonstration of Knowledge Grading Panel and has served on the Admissions and Designations Qualifications Committee. He has served as president of the South Carolina Chapter. He also is an AI associate instructor, has been a seminar and webinar author, and has served as discussion leader at the Leadership Development and Advisory Council conference.

David Bell Appointed CLS Vice President of Utilities



Contract Land Staff announced the appointment of **R. David Bell, SR/WA**, as Vice President, Utilities - Southern Region. David brings significant experience on both utility and public infrastructure projects to his role. David will lead CLS's growing team in the Southeast. Prior to joining CLS, David served in leadership positions across the Southeast that provided him with broad industry knowledge and operational experience. He is an active member of the International Right of Way Association and holds the organization's highest designation for a senior right of way professional, the SR/WA.

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Cardno Promotes John Bailey



Cardno is pleased to announce the promotion of **John Bailey** to Senior Consultant in the company's Tampa, FL office. In his new position, John will serve as a team lead within the company's natural resources business in the Southeast region, supporting the implementation of the unit's business plan, focusing on client relationship management, project management and new business opportunities. John has extensive project management experience and is an expert in wetland delineation and ecology with specialized botanical knowledge of South and Central Florida ecosystems. His specific expertise includes environmental permitting assistance, wetland mitigation design, bank permitting and ecological assessments.

Robert Hall Joins Cardno



Robert Hall has joined **Cardno** as a Senior Project Manager for Environmental in the company's Greenville, SC office. Robert brings 17 years of broad environmental experience, including real estate due diligence, tank extractions, industrial hygiene assessments (asbestos, lead, PCBs), pre-demolition/construction specification services, and groundwater and subsurface investigations to Cardno's growing team. His recent projects have involved design and planning for remediation and demolition of large manufacturing facilities and design specifications for the removal of asbestos materials from within coal-combustion residual ash pits.

Chris Kline Returns to Cardno



Chris Kline has returned to **Cardno** as Senior Business Leadership & Development Manager in the company's Walkerton, IN office. Chris brings more than 30 years of experience in supporting and leading business development, sustainability and strategy development, as well as planning efforts. Chris previously worked with Cardno in a number of roles, including Director Business Development from 2004 – 2014. He is actively involved with several environmental organizations, including the Lake Maxinkuckee Environmental Fund, where he serves as the President of the Board of Directors.

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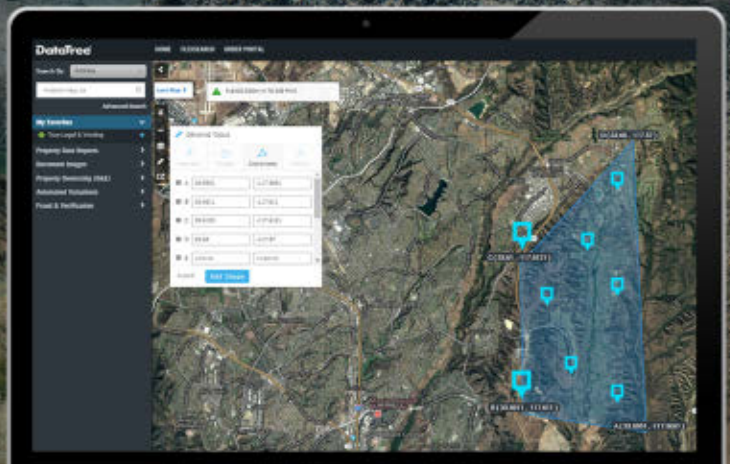
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IRWA Names Washington County Land Use & Transportation Employer of the Year



The Capital Services Division/Right of Way Section of Washington County Department of Land Use & Transportation (LUT) has been named the 2018-2019 Employer of the Year by the International Right of Way Association (IRWA) Chapter 3.

Jim Lingeman, IRWA Region 7 Chair, presented the award to Tara Heesacker, LUT Right of Way Supervisor, during the Washington County Board of Commissioners Meeting in August.

"I continue to appreciate the support that Washington County gives to our LUT right of way professionals who do exceptional work to provide our constituents with outstanding service every day," Tara said.

The IRWA presents the Employer of the Year award to an organization that supports its employees' involvement in Chapter activities, providing opportunities to network and learn. The Capital Project Services Division/Right of Way Section demonstrated dedication to quality performance, team focus, strong employee support, commitment and participation at the Chapter, Regional and International IRWA levels.

Jim said Tara's participation in Chapter 3 activities played a key role in the Chapter's award recognition.

"Tara obviously has a huge amount of employer support," Jim said. "This makes Washington County (LUT) really stand out. Washington County embodies the mission of our organization: We improve people's quality of life through infrastructure development."

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IKT Celebrates 25 Year Anniversary

IKT, the Institute for Underground Infrastructure in Germany, has continued to be an invaluable International partner of the IRWA. As an independent non-profit institute, IKT works on solving practical and operational issues concerning underground sewers, pipes and other conduit engineering. The institute conducts research on the construction, operation and renovation of underground infrastructures. IRWA members have benefitted from its discoveries, as IKT researchers have shared their findings and best practices at IRWA Annual Conference sessions and in articles published in *Right of Way Magazine*.

In December of 2017, IRWA and IKT joined forces to release the International Underground Infrastructure Certificate program. This high impact program provides unique and highly relevant information on managing our crowded underground. The program is instructed by a team of experts in the field of international underground infrastructure development and management. IKT features these instructor-researchers as part of its work in studying the complex science and engineering behind underground infrastructure, and it offers state of the art research and solutions to mitigate the complex challenges involved in this critical work.

A unique feature of this program is that learners can elect to take just the “Underground Infrastructure Panorama” portion as continuing education for 25 credits in lieu of pursuing the full certificate. Participants can select the option that best fits their professional development goals.

In honor of IKT’s anniversary, IRWA presented a certificate to their valued partner for “25 years of dedicated service to the world.”



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Benefits of Building Information Modeling (BIM)



Sellhousefast surveyed over 600 architects, engineers and construction professionals to identify what they think are the most beneficial aspects of building information modeling (BIM). The technology facilitates architecture, engineering and construction (AEC) professionals to create and use an intelligent 3D model to gain valuable insight into how a building project can be better planned, designed and managed.

From this survey, it was discovered that:

- Professionals view reduced rework through improved coordination and clash detection (76 percent) as the biggest advantage of harnessing building information modeling (BIM).
- 72 percent feel the enhanced visualization from BIM enables them to positively elevate the planning and design process.
- 47 percent appreciate the capabilities of BIM to recognize hazards in the pre-construction phase – thus, minimizing health and safety risks.
- Experts place insufficient BIM training/knowledge (68 percent) and lack of in-house BIM expertise (63 percent) as the primary barrier in preventing the wider use of the technology.
- 56 percent think the cost of BIM is a major obstacle stopping more organizations from implementing the technology in their operations/working practices.

“Building information modeling is rapidly becoming more and more prominent,” says Robby Du Toit, the Managing Director of Sellhousefast. “The technology is letting organizations construct buildings virtually before they are physically completed. As a result, BIM unlocks the opportunity to seek out more efficient approaches towards the planning, designing and construction phase of different projects. This research certainly shows that BIM has left an encouraging impression on professionals who have used the technology. The benefits highlighted by them, demonstrates the huge potential BIM has and as understanding of the technology improves, it will continue to revolutionise the property industry.”

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HDR Acquires Hurley Palmer Flatt Group



HDR is expanding its multidisciplinary building engineering services by acquiring Hurley Palmer Flatt Group, headquartered

in London. The U.K. firm will now do business as HDR | Hurley Palmer Flatt Group.

Hurley Palmer Flatt Group is the United Kingdom's leading independent engineering consultancy, providing solutions for the built environment. Services include mechanical, electrical and plumbing; civil and structural engineering; and commissioning management, with particular expertise in institutional, high-rise multiuse, financial and commercial "smart" buildings. The firm also specializes in energy and sustainable "green" building design, as well as mission critical facilities and complex data centers, including digital management for buildings. Established in 1968, Hurley Palmer Flatt Group now has more than 500 active clients, many of which are Fortune 500 firms representing the top

technology and financial clients in the world. With more than 500 staff members in 10 offices, they have grown steadily through innovation and acquisition.

This acquisition brings together HDR's global practice with HPF Group's strategic locations in Europe, the Middle East and Africa, and in the Asia-Pacific region. "HPF brings strong client relationships and specialized skill sets to HDR that, when combined with our capabilities, offer tremendous possibilities," said HDR Chairman and CEO Eric Keen. "By combining our teams of professionals, we will develop a stronger building engineering practice globally."

Paul Flatt, HPF Group Chairman and CEO, will join HDR as managing director. He has spent the majority of his career at Hurley Palmer Flatt, where he led the business through a phase of significant growth and transformed it into the largest privately owned international multidisciplinary engineering consultancy in the U.K.

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TECHNOLOGY

Woolpert to Operate Drones for State Projects



Woolpert was the first surveying and mapping firm to be approved by the Federal Aviation Administration (FAA) to fly Unmanned Aircraft System (UAS) commercially in designated airspace through its Section 333 exemption in 2014. Since then, the international architecture, engineering and geospatial (AEG) firm has supported a wide variety of projects utilizing UAS, has invested in numerous UAS platforms and employs 18 FAA Part 107 certified pilots. In July, Woolpert had surveying, mapping and geospatial professionals complete the Pennsylvania Department of Transportation's (PennDOT) UAS training. The training is part of PennDOT's certification process, along with attaining a Part 107 Remote Pilot Certificate through the FAA for contractors who use drones on state projects.

"As we continue to enhance our service offerings in Pennsylvania, we found the training extremely valuable in gaining a better understanding of how PennDOT wants to use UAS and the expectations they have for safe and successful operations," said Geospatial Practice Leader Tom Ruschkewicz.

"Woolpert is leading the way within the geospatial industry for best practices and product quality assurance when it comes to using UAS for PennDOT and other transportation agencies," added Woolpert Chief Scientist Qassim Abdullah, who also has written several articles on bridging the gap between the professional mapping community and UAS operators.

"The commercial use of drones is moving in the right direction, as evidenced by the many required UAS qualifications," UAS Technology Manager Aaron Lawrence said. "We hope to see these safety and proficiency standards become universal; however, it is important to understand that each state has its own regional and environmental concerns. In the meantime, we at Woolpert will continue to ensure our staff is proficient in UAS applications in general and in those specific to each agency's needs. It's what we do."

Acrow Bridge Assists New York Travelers During Infrastructure Initiative

An Acrow Bridge modular steel bridge is being used to detour traffic during a component project of the NY State Thruway Authority's "Last Mile" initiative on a section of the I-95 New England Thruway from Westchester County in New York to the Connecticut border. The comprehensive project entails upgrading the stretch of interstate, which carries more than 140,000 vehicles daily, to improve safety and traffic flow for motorists and enhance the quality of life for nearby residents.

Begun in 2018, this initiative is the final phase of the decades-long reconstruction of a 15-mile section of the interstate through the New York City Borough of the Bronx and Westchester County. The project includes reconstruction of the mainline of the interstate, ramp reconfigurations or upgrades, rehabilitation or replacement of several bridges, as well as installation of noise walls, visual barriers and retaining walls.

The Acrow bridge is currently serving as a detour during the construction to replace the ramp leading traffic from eastbound I-287 to I-95 northbound. Several aspects of the project posed challenges to the design and installation of the structure: the

site footprint is extremely tight with a minimal launch area; the support towers are skewed; a required 3 percent cross slope necessitated the manufacture of specialty floor beams; specialty scupper decks were fabricated to drain water from the deck surface; and the three-span design caused uplift issues. Installation of the bridge began in February 2019 and it was opened to traffic in April. It is anticipated it will be in use for eight months.



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NARUC's Cybersecurity Tools



As cyber threats against critical infrastructure continue to increase, the National Association of Regulatory Utility Commissioners (NARUC) has developed a Cybersecurity Manual to help state public utility commissions and utilities evaluate information and mitigate risk by ensuring that effective cybersecurity practices are in place.

“The threat posed by cybersecurity incidents is very real, and it is essential that regulators have a clear understanding of the work being done by our utilities to safeguard vital systems and address current and future cyber threats,” said Gladys Brown Dutrieuille with the Pennsylvania PUC and chair of the NARUC Critical

Infrastructure Committee. “The more our PUCs are educated on these issues, the better we are able to evaluate current issues and target future enhancements.”

Protecting the nation’s grid from cyber and physical attacks and ensuring a reliable supply of energy is a top priority for regulators and the electric utility industry. With a goal of helping PUCs identify cybersecurity gaps and supporting utilities in making improvements, NARUC’s Cybersecurity Manual is made up of five resources, with two of them released in July.

The first is called, “Understanding Cybersecurity Preparedness: Questions for Utilities,” and is meant to help PUCs ask questions to utilities to help them better understand their current cybersecurity risk management programs and practices. The second tool, the “Cybersecurity Preparedness Evaluation Tool (CPET),” helps PUCs examine a utility’s cybersecurity risk management programs and their capability improvements over time. The two new tools are meant to be used together to help find any gaps in a utility’s cybersecurity program, as well as recommending new mitigation strategies.

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ROADS AND BRIDGES

MoDOT Creates new Missouri Road and Bridge Program



The Missouri Department of Transportation (MoDOT) has begun a new Missouri Road and Bridge program, an online resource meant to better communicate to the public how Missouri’s road and bridge revenues will be invested over the next five years.

According to MoDOT’s director, “The citizens of Missouri own a tremendous asset – the state transportation system. A significant component of the state system is the 33,859 miles of road and 10,385 bridges, both of which rank among the largest for any state in the nation. MoDOT continues to invest taxpayer money wisely. The projects in the Program deliver what taxpayers have asked for – take care of the existing system.”

“With the priority of maintaining the existing system, MoDOT has developed asset management plans for each district with the goal to maintain current pavement and bridge conditions,” he continued. “The asset management plans focus on preventive maintenance improvements to keep roads and bridges in good condition. Research shows preventive maintenance solutions, such as cyclical overlays on roads in good condition, are the most cost-effective approach to taking care of road and bridge assets. If preventive maintenance investments were not made, the cost of improving the asset in poor condition can cost four to 10 times more.”

The program document is coupled with an interactive map to highlight project information in a visual format. The map will let visitors click on specific projects throughout the state to pull up more information about upcoming work. All this information is drawn from the Statewide Transportation Improvement Program (STIP) approved by the Missouri Highways and Transportation Commission in July.

According to Transportation Planning Director, Machele Watkins, the STIP is a federally required planning document with content defined by federal regulations.

For more information, visit <https://www.modot.org/>





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ACKNOWLEDGING EXCELLENCE

The IRWA members listed below earned a certification or designation in the past two months. We applaud them for their commitment to professional growth in the right of way field.

GENERALIST CERTIFICATION/DESIGNATION

Donna W Arnett, RWA KDM Acquisition Services, Inc. Chapter 8 Spring, TX	Steve Hertstein, SR/WA ARWS Chapter 2 Pleasant Hill, CA	Gina Lujan, RWA United Power, Inc. Chapter 6 Brighton, CO	Rafael Sebba, RWA Eugene Water & Electric Board Chapter 3 Eugene, OR
Tyson Barby, SR/WA Alberta Transportation Chapter 48 Calgary, AB	Melody Hilario, RWA Oncor Electric Delivery Chapter 36 Fort Worth, TX	Julia MacRory, RWA Santa Clara Valley Transportation Authority Chapter 42 San Jose, CA	Karen M. Seitz, RWA SaskTel Chapter 79 Regina, SK
Ashley Barreras, RWA A.J.G. Chapter 38 Toole, UT	Rebecca Hutton-Petty, RWA Bender Rosenthal, Inc. Chapter 27 Sacramento, CA	Eric T. Meyers, RWP Universal Field Services, Inc. Chapter 6 Centennial, CO	Heidi Shewmaker, SR/WA Ameren Missouri Chapter 37 Lake Ozark, MO
Erin Begier, RWP HDR, Inc. Chapter 6 Denver, CO	Connie Kalimerakis, RWA JMT Chapter 52 Richmond, VA	Denealo Negual, SR/WA Percheron LLC Chapter 8 Katy, TX	Ellen A. Springer, RWP Bender Rosenthal, Inc. Chapter 27 Sacramento, CA
Catherine Duarte, RWA City of Las Cruces Chapter 53 Las Cruces, NM	Ashlee Kinsella, RWA County of Santa Barbara Chapter 12 Santa Barbara, CA	Justin Newell, RWA Bender Rosenthal, Inc. Chapter 27 Sacramento, CA	John Tam, RWA TransLink Chapter 54 New Westminster, BC
Steven J. Fontana, RWA Chevron Pipeline Company Chapter 43 San Ramon, CA	Suzanne M. Kizior, RWA NiSource Corporate Services Chapter 10 Merrillville, IN	Blair Nichol, RWP Manitoba Hydro Chapter 66 Winnipeg, MB	Cicilia Villegas, RWA City of Las Cruces Chapter 53 Las Cruces, NM
LaToya L. Franklin, RWA Ameren Chapter 37 Saint Louis, MO	Kristopher M. Koehler, RWP Endeavor Realty LLC Chapter 12 Florissant, CO	Nicholas Oniskey, RWA Pierce County Chapter 4 Tacoma, WA	Sean Visser, SR/WA City of Abbotsford Chapter 54 Abbotsford, BC
Frank Fucile, SR/WA The Regional Municipality of Niagara Chapter 29 Thorold, ON	Chris Korsmeyer, SR/WA Ameren Missouri Chapter 37 Lake Ozark, MO	Carlos Pietri, RWP HDR, Inc. Chapter 6 Denver, CO	John Michael Watts, RWA Percheron Chapter 74 Katy, TX
Eric Fung, SR/WA City of Surrey - Engineering Dept., Realty Svcs. Division Chapter 54 Surrey, BC	Tyler Laberge, RWA Phoenix Land Services Chapter 79 St. Albert, AB	Kathleen M. Pysh, RWA NiSource Inc./Columbia Gas of PA, Inc. Chapter 13 Bridgeville, PA	Yvonne Whitmire, SR/WA Lone Star Right of Way Services, Inc. Chapter 74 Belton, TX
Wendy Gauthier, SR/WA Oncor Electric Delivery Chapter 36 Fort Worth, TX	David C. Lee, RWA The City & County of Honolulu Chapter 1 Honolulu, HI	Karen Russo-Scarano, RWA HRSD Chapter 52 Virginia Beach, VA	Mary Wilson, RWA City of Chesapeake Chapter 52 Chesapeake, VA
Robin Glasier, RWP Wheatland County Chapter 48 Strathmore, AB	Charity Lee, RWP City of Flagstaff Chapter 28 Flagstaff, AZ	Tamar Salpeter, SR/WA City of Mesa Chapter 28 Mesa, AZ	
	Leesa Love, RWP Houston ISD Chapter 8 Houston, TX	James D. Schnitker, RWA Ameren Chapter 37 Collinsville, IL	

Note: Education milestones include only newly certified individuals.

IRWA offers two career paths for right of way professionals: a generalist path and a specialist path.

Generalist Certification/Designation

RWA	Right of Way Agent Certification
ARWP	Associate Right of Way Professional Certification *
RWP	Right of Way Professional Certification
SR/WA	Senior Right of Way Professional Designation

Specialty Certifications

R/W-AC	Appraisal Certified
R/W-AMC	Asset/Property Management Certified
R/W-EC	Environmental Certified *
R/W-NAC	Negotiation and Acquisition Certified
R/W-RAC	Relocation Assistance Certified
R/W-URAC	Uniform Act Certified

SPECIALTY CERTIFICATION

Carol J. Ahles, R/W-NAC Chapter 17 Tomahawk, WI	Lou Kutlus, R/W-NAC Chapter 14 E. Brunswick, NJ	Mark Pearce, R/W-RAC Chapter 33 Tulsa, OK	Austin Snell, R/W-NAC Chapter 39 San Antonio, TX
F. Marc Headden, R/W-AC Chapter 32 Franklin, TN	Bethanee M. Lussier, R/W-NAC Chapter 11 San Diego, CA	Roxan Sierra, R/W-RAC Chapter 74 Austin, TX	Troy M. Sullivan, R/W-RAC Chapter 52 Manassas, VA

*Retired as of September 1, 2014. Members who have earned this certification can retain it as long as they recertify every five years.

IRWA Member Farewell

Three IRWA Members Among the Victims of the Virginia Beach Tragedy

It is with great sadness that we announce the passing of LaQuita C. Brown, Mary Louise Gayle, SR/WA, and Alexander Mikhail Gusev, SR/WA. These dedicated IRWA members were among the 12 victims of the Virginia Beach shooting in a municipal building on May 31, 2019. We offer our condolences to the victims and their loved ones. We are forever grateful for their passion, their love of the right of way profession and the dedication they had for the IRWA.

IRWA Interim CEO Daniel Stekol remarked, "The IRWA is a close family of colleagues that meets frequently throughout the year. The loss of LaQuita, Mary Louise and Alexander cannot sufficiently be expressed. Their spirit and commitment to the right of way profession will be missed."

"Our hearts are breaking for the family and friends of those lost, including three of our own IRWA members," added IRWA International President Aimie Mims, SR/WA. "We will forever remember Mary Louise, Alexander and LaQuita, as well as their contributions to our Association and profession."



LaQuita C. Brown was born on November 20, 1979 in Virginia Beach, Virginia. She fell asleep in death on May 31, 2019. She was a willing volunteer with the Regional Building Committee in Virginia, later to be called Local Design Construction. Her diligent efforts in the construction of many Kingdom Halls in the Hampton Roads area were well observed by others. She spent many days working with the HVAC Department, specializing in the tie-in crew. "Quita" was also such an asset as a volunteer Local Project Regulatory Consultant. Her experience in the real estate field, particularly as a Right of Way Technician, proved to be an invaluable service. LaQuita loved spending time with children. She had a profound effect on the spiritual development of many that she came into contact with. LaQuita also enjoyed traveling, amusement parks, karaoke, dancing, playing games and cooking. Quita leaves to cherish her memory family and a host of friends.



Mary Louise "Mary Lou" Crutsinger Gayle, 65, died on May 31, 2019. She was a doting mother and grandma who leaves behind son Matthew Gayle and spouse Carrie Gordon; daughter Sarah Leonard and spouse Jeff Leonard; as well as grandchildren Jeffrey and Genevieve. She was a sister to Barbara and spouse Joe Wood; Robert "Bobby" and spouse LaDona Crutsinger; Cathy and spouse Richard LaBranche; and Patricia "Tricia" and spouse Cecil Smith. Mary Lou also leaves behind numerous nieces and nephews. She was a friend to all who knew her. She was a dedicated public servant who worked for the City of Virginia Beach for 24 years, starting as a legal secretary in the Law Department and ultimately advancing to become a highly successful Public Works Right of Way Agent. Mary Lou was slated to be honored as the Regional Professional of the Year by the IRWA.



Alexander Mikhail Gusev, 35, died on May 31, 2019, as one of the victims of the Virginia Beach Municipal Center shootings. He was born in Mogilev, Belarus. Alex was a Right of Way agent for the Virginia Beach Public Works department, allowing him the opportunity to bring his mother from Belarus to join him in America. He was very active in his spare time playing volleyball and soccer. He also loved the ocean and surfing. In his time here, he made many faithful friends and touched the lives of many others. Left to cherish his memory are his parents, Mikhail and Alena, his twin brother Aliaksei with his wife Olga and their daughter Arina.

IRWA Member Farewell



RAY THOMAS BENSON

It is with great sadness that we announce the passing of Ray Thomas (Tom) Benson, SR/WA, a dedicated International Past President of the IRWA and long-time President of Universal Field Services, Inc. Tom was born on October 20, 1933 in Oklahoma City, OK. On July 21, 2019, Tom passed away at the age of 85.

Tom joined Universal Field Services, Inc. in 1959 and served as Universal's Executive Vice President before becoming President in 1983. He retired in 2009 after 50 years of service to Universal. Tom joined the IRWA in 1959 and was instrumental in chartering Chapter 3. He served in every Chapter, Region and Executive position, including Chapter 33 President, Vice

Chairman and Chairman of Region 2. In 1979, Tom stepped into the Association's highest elected position and served as IRWA's International President.

During his time as Chair of the International Education Committee, he visited many states to charter new Chapters, induct officers and promote education. He assisted in course development and played an active role in creating the Right of Way International Education Foundation. In 1984, he received the Louise L. & Y.T. Lum Award in honor of his distinguished contribution to education for the right of way profession. For his dedication to the Association and his undeniable legacy, Tom was recognized in 2004 with IRWA's Lifetime Achievement Award. Later in 2012, Tom was honored at the Annual International Education Conference Awards Luncheon for 50 years of consecutive conference attendance, and he was presented with a Lifetime Membership. Tom will be forever remembered as a pillar of excellence and a dear friend of the Association.

Tom is survived by his wife Camille Maureen (Lay) Benson; sister-in-law Lou MacGregor Benson; son Steve and wife Sherry; and son Doug. He also leaves behind three grandchildren: Dr. Molly Benson DuBois and husband Colin DuBois, Patrick Benson, and Hailey Benson. In lieu of flowers, the family has requested donations be made in Tom's name to the Alzheimer's Association.

RONALD (RON) JULIUS MINNICH



Ron was born December 9, 1933 in Roselle Illinois to Rose Rusch and Reuben Minnich. He entered into Heaven on May 13, 2019, surrounded by his devoted wife and loving daughter.

At the age of 17, the Independence Browns recruited Ron to become a pitcher in the KOM League, which was a minor league farm team system based in Independence, Kansas. This participation provided Ron with a fortunate opportunity to procure a position with Sinclair Oil in the Right of Way Department. A lifelong career was born of the employment. He was asked to join Service Resources, Inc. in Atlanta, Georgia. As the Executive Vice President, he was able to participate in the major cross country pipeline expansion projects.

In October, 1977, Ron was offered the Presidency of the firm and served in this capacity until 1982. In 1984, he joined a past associate and assisted in the founding of TEA, Inc. In 1998, he founded Land Specialist, Inc., a thriving company under his leadership. Ron was a man respected by his clients and peers for his knowledge, business acumen and honest gentle leadership. He was a long time member of the IRWA, where he was well respected and revered. Many associates and clients will miss his intellect, knowledge, quick wit, genuine interest in their lives and the he lessons taught.

He is survived by his loving wife of 42 years, Sandra; daughter Mitzi Ritchie (Mike); grandsons Brandon Ritchie and Adam Sherer; sister Diane Minnich Kassal; sister-in-law Cheryl (Cooky) Hall; the beloved Spike; as well as Kimberly Teesateskie (Gary) and daughter Brianna; and Michael Falk (Christine) and sons Noah and Jonah.

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2022 Conference
Cleveland, Ohio

June 12 – June 15

2021 Conference
San Antonio, Texas

June 6 – June 9

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