

MICHAEL J. SARROS, P.G.

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ENVIRONMENTAL MANAGER / PROFESSIONAL GEOLOGIST (Certified)

Multi-dimensional, results oriented, Certified Professional Geologist / Project Manager / Hazmat Program Manager / Environmental Protection & Compliance Officer with 28 years of experience and expertise in all aspects of environmental consulting, engineering, and remediation, environmental laws, permitting, and regulations, municipality policies, Virginia Dept. of Transportation (VDOT) policies, programs, and procedures. Experience has come from working as an environmental consultant, a project/environmental program manager, a Construction Environmental Manager for a major infrastructure construction project, a Department of Environmental Quality (VDEQ) regulatory compliance agency geologist, the VDOT transportation (construction projects and facility management) environmental hazmat program manager, a small business general manager, and as an environmental contractor quality control (Environmental CQC) consultant (on a CERCLA / EPA Superfund Project). Experienced on multiple large scale, environmentally sensitive (Superfund & Wetlands) construction projects under the direction of the US Army Corps of Engineers and the Environmental Protection Agency as the Environmental CQC and Construction Environmental Manager under the direction of VDOT and a joint venture team which both involved me working closely with municipalities, federal and state project managers, construction managers, superintendents, foremen, and consultants while managing and ensuring environmental compliance and also ensuring contract compliance and OSHA compliance with regard to safety. Well-rounded experience in the consulting sector as a project and environmental program manager for a regional environmental consulting firm has afforded me the opportunity to lead teams of professionals on complex environmental projects and bringing projects to environmental closure on time and on budget. Managed all environmental aspects of a variety of transportation, construction, development, remediation and restoration projects and over 36 VDOT facilities as both a consultant and as a state agency environmental employee. My experience as an environmental regulator overseeing a large variety of projects for the Virginia DEQ and my position as the VDOT Hazmat Program Manager included my involvement with a large variety of hazmat and environmental incidents and projects throughout Virginia. My experiences included managing environmental staff and working closely with the planning, traffic, utility, right-of-way acquisition, and construction divisions on a variety of construction projects. I am known for resourcefulness and creativity in problem solving. My career has resulted in frequent and successful interaction with government agencies (local, state, and federal), large municipalities, the Hampton Roads PDC, consulting firms, privately owned businesses, construction engineers and superintendents, and individuals at all levels. Shown abilities in both facility and project environmental consulting and compliance at the local, state, and federal levels, project efficiency, employee supervision, subcontractor management, budget management and audits, process improvements, operational effectiveness, environmental training, environmental inspections (C-107 E&S, SWPPP) and successfully lead and gained both the trust and respect of a diverse team as an environmental consultant, environmental program manager and also as a business general manager.

Consultant Experience

- Performed duties as the Construction Environmental Manager for a major \$404M Interstate-64 highway construction project including the expansion of 9 miles of interstate and the construction of a high-rise bridge over a major river including leading the Joint Venture out of a prior shutdown due to previous environmental non-compliance. Project included multiple miles of wetland impacts and permit compliance with the Virginia state highway department (VDOT), Virginia environmental agencies (VDEQ & VMRC), city planners, and multiple federal agencies (USACE, USCG).
- Performed all tasks associated with environmental project management for 16 years including the development of \$1K to \$100K projects. Project delivery included PDC marketing, proposal writing, contract documents and negotiation, budgeting, field operations, environmental permitting, site remediation and inspections, and environmental monitoring and compliance services.
- Prepared environmental investigation reports and environmental documents including: Phase I and II, Hazmat Surveys, Site Inspections, ESAs, Initial Abatement, Feasibility Studies, Risk Assessments, UST/AST Tank Removals, SCR, Monitoring and Sampling Plans, Remedial Investigations and Designs, Corrective (Remedial) Action Plans, EAs, EISs, EIRs, Record of Decisions, Pollution Prevention Plans, SPCC Plans, E&S and SWM Plans (review), Stormwater Pollution Prevention (SWPP) Plans and Documents, Asbestos and Lead Inspections, Air Quality Reports, Title V Air Permit Applications, HASPs, Accident Prevention Plans, Pollution Prevention Plans, Environmental Management Plans, JHAs, Site Closure Documents, and Erosion & Sediment Control and SWPPP Inspections.

- Procured, supervised, and managed two regional, \$6M / 4-year environmental consultant contracts consecutively which were in place to assist with all aspects of environmental hazmat support for VDOT construction and maintenance activities.
- I supervised all construction activity that was related to potential environmental impacts on a large marine construction project (\$16M) at an EPA Superfund site for 2+ years as the Environmental Contractor Quality Control Officer. I coordinated all environmental construction activity with the prime contractor, the EPA, and the U.S. Army Corps of Engineers to ensure environmental compliance with the contract specifications, state, local, and federal regulations and CERCLA and RCRA laws for a Superfund site.
- Conducted SWPPP inspections and Erosion & Sediment Control Inspections on industrial/construction sites.
- Extensive field experience with environmental drilling, UST/AST investigations and removals, ground penetrating radar surveying, and soil and groundwater investigations and site environmental remediation and site environmental restoration projects.

Regulatory Experience

- Responsible for enforcing the environmental regulatory compliance of over 500 UST/AST sites throughout Southeastern Virginia over a 3-year period while for the Virginia Department of Environmental Quality.
- Facilitated state and federal environmental compliance with CERCLA, RCRA, OSHA, EPA, and Superfund regs.

Compliance Experience

- Brought a Joint Venture into environmental compliance and continued to manage environmental compliance on a major \$404M interstate widening and river bridge construction project including SWPPP and E&S compliance, Wetland permits, VMRC and USCG river permits, USACE permits, and Virginia/federal environmental laws and VDEQ regulations.
- Managed SWPPP and E&S compliance inspections, reporting, monitoring, and sampling for industrial facilities.
- Managed environmental compliance and controls for all environmentally related activities, state/federal regulations, and related contract specifications for a 2-year, \$16M US Army Corps construction project on an EPA Superfund site as the environmental quality control consultant.
- Managed environmental compliance monitoring and sampling of air quality on the Ex-Battleship Wisconsin for the City of Norfolk Maritime Museum at Nauticus.
- Organized and implemented environmental planning, permitting, standard operating procedures (SOPs), and construction for transportation projects for over 8 years as a transportation agency hazardous materials program manager.
- Prepared portions of Environmental Assessments and Environmental Impact Studies for major highway construction projects. Contributed to all levels of the completion of environmental document submittals over 8 yrs.
- Coordinated with document writers to ensure all necessary hazmat clearances were updated for VDOT projects.
- Coordinated the resolution of onsite incidents related to environmental, safety, and health in accordance with OSHA and USACE contract specifications and company policies.
- Coordinated with VDOT and municipality staff on the acquisitions of land for right-of-way on VDOT construction projects to minimize the legal liability and exposure to existing and potential adverse environmental conditions.
- Interpreted and utilized roadway blueprints / construction plans for transportation / environmental project planning.
- Planned, managed, and conducted environmental investigations, sampling, and remediation projects for 24 years.
- Managed and supervised contractors on lead paint, PCBs, and asbestos abatement activities for 11 years.
- Managed environmental regulatory compliance (including SPCC and SWPPP), developed a computer-based audit compliance program, and conducted all environmental training for over 36 different VDOT facilities.
- Developed multiple \$0.5 - \$1M budgets and implemented projects to completion consistently under budget.
- Developed best practices (BMPs) for improving solid and universal waste management at all agency facilities.

Operations and Project Coordination Experience

- Managed solid and hazardous waste (RCRA), DOT Hazmat, including disposal, for projects and facilities (19 years), and Hazmat Emergency Responses (including confined spaces).
- Streamlined environmental operations, compliance, and audits at 30+ VDOT maintenance facilities for 8 years.
- Developed storm water permits for 4 large tunnels and managed facility environmental compliance for 8 years.

- Utilized environmental databases and municipal real estate databases and GIS websites in the compilation of Phase I Environmental Site Assessment Reports.
- Managed and coordinated all aspects of Hazmat Spill and Emergency Response incidents for 19 years.
- Developed the environmental component of a multi-year, multi-million-dollar highway O&M contract.

General Manager Experience (with a small business trucking and container leasing corporation)

- Managed all aspects of operating a small business of 40 employees with annual revenue over \$1.5M, including hiring, supervising, evaluating, training, performance managing, and, if necessary, terminating employees.
- Created and implemented a business management plan, an employee manual, and all human resource policies for the company.
- Brought the company into environmental and safety compliance by originating and implementing policy while remaining within budgetary constraints of a small business with a triumvirate ownership group.
- Originated, updated, and improved various environmental compliance and safety records.
- Managed and improved for efficiency the daily operational activities and resolved personnel and logistical issues.
- Directed the overhaul of the computer and technology systems in the business as well as the overhaul of the company's document and workflow management.

PROFESSIONAL ACHIEVEMENTS

While employed as an environmental consultant at a regional consulting firm, a regulatory compliance engineer at a state regulatory agency, and a hazardous materials program manager at a state transportation agency, I have developed many professional relationships and gained a wide variety of expertise including, but not limited to the following environmental program innovations:

1. On my own initiative, I developed a unique, BMP and cost-saving saltwater disposal program for saltwater management ponds at VDOT facilities, saving the agency over \$600,000 annually.
2. Improved the integration of project delivery for the VDOT construction-environmental sections through the creation of need-specific Excel and Access computer programming.
3. Developed a cost estimation software program for the environmental division to aid in project cost estimation (VDOT).
4. Directed the rapid environmental dewatering response of the Midtown Tunnel following its flooding by Hurricane Isabel, Norfolk, VA. This environmental response involved multiple agencies, consultants, and the public (VDOT).
5. Developed the HAZMAT component of the Hampton Roads Regional Incident Management System (VDOT).
6. Developed and implemented a new revenue source in the heating oil UST/AST residential market as a consultant.

PROFESSIONAL EXPERIENCE

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| • Principal Geologist - Env Consultant | Sarros Environmental LLC, <i>Chesapeake, VA</i> | Nov 2011 - Present |
| • Construction Environmental Manager | Sarros Environmental LLC / GPC JV | Jun 2019 – Jun 2020 |
| • Environmental Consultant/Program Mngr. | Froehling & Robertson, Inc. <i>Chesapeake, VA</i> | Jan 2016 – Sep 2018 |
| • SWPPP Inspector | Sarros Enviro (and F&R), <i>Chesapeake, VA</i> | Jan 2014 - Present |
| • ESC (C107) & Stormwater Inspector | Sarros Enviro (and F&R), <i>Chesapeake, VA</i> | Jan 2014 - Present |
| • Environmental CQC Compliance Manager | Sarros Environmental LLC / McLean Cont. Co. | Nov 2011 – Jan 2016 |
| • Site Safety and Health Officer | Sarros Environmental LLC / McLean Cont. Co. | Nov 2011 – Jan 2015 |
| • Business General Manager | Mid-Atlantic Leasing Corp., <i>Chesapeake, VA</i> | Apr 2010 – May 2011 |
| • Hazardous Materials Program Manager | Virginia Dept. of Transportation, <i>Suffolk, VA</i> | Jan 2002 – Dec 2008 |
| • Senior Geologist | Virginia Dept. of Environmental Quality, <i>Virginia Beach, VA</i> | Aug 1998 – Jan 2002 |
| • Project Geologist | IMS Environmental Services, <i>Chesapeake, VA</i> | Jun 1992 – Aug 1998 |
| • Consulting Geologist | W.W. Boxley Co.(Mining/Quarry), <i>Roanoke, VA</i> | Dec 1990 – Jun 1991 |
| • Adjunct Instructor (Geological Sciences) | Tidewater Community College, <i>Va Beach, VA</i> | Jan 1999 – Jan 2009 |

EDUCATION, TRAINING, and VOLUNTEER WORK

• Bachelor of Science Degree (Geology)	Old Dominion University, <i>Norfolk, VA</i>	1989
• Master of Science Degree (Geology)	Old Dominion University, <i>Norfolk, VA</i>	1995
• Certified Professional Geologist (C.P.G)	Virginia DPOR License #2801001943	May 2013-Present
• City Council Appointee to the City of Chesapeake	Groundwater Committee	Mar 2011-Jun 2014
• E&S Inspector Certification (Virginia)	DEQ Inspector Certification #ESIN0180	2014-Present
• VDOT ESCCC Certification	HRUHCA Certification #2-00554	July 2019-Present
• Roadway Worker Protection Contractor Safety	Norfolk Southern	July 2019-Present
• OSHA 30 hr Construction Safety Certified	ClickSafety	Feb 2013
• OSHA 40-hr HAZWOPER Supervisor Certified	Marine Chemist Associates, <i>Norfolk, VA</i>	1992-Present
• ISO 14000 Environmental Management Cert.	360Training.com	Aug 2012
• ISO 9001 Quality Management Cert.	360Training.com	Aug 2012
• ISO OHSAS Occupational Health & Safety Cert.	360Training.com	Aug 2012
• Advance Hazardous Materials Management	Lion Technology, <i>Philadelphia, PA</i>	2007
• Asbestos Contractor Supervisor Certified	Marine Chemist Associates, <i>Norfolk, VA</i>	2002-Present
• Asbestos Inspector Certified	Marine Chemist Associates, <i>Norfolk, VA</i>	2007-Present
• Lead Inspector Trained	Marine Chemist Associates, <i>Norfolk, VA</i>	May 2006
• National Incident Management Systems Certified	Virginia Dept. of Transportation, <i>Suffolk, VA</i>	2008
• Asbestos Management Planner	Marine Chemist Associates, <i>Norfolk, VA</i>	Oct 2004
• President, North Battlefield Civic League	<i>Chesapeake, VA</i>	1993-Present
• Committee Chair & Advisory Board, Great Bridge	Battlefield & Waterways History Museum	2018-Present

REFERENCES

Sandy Williams, PWS	Environmental Consultant, AES	Richmond, VA	(804) 641-0633
Ben Lineberry, Jr. PE	Quality Assurance Manager, Volkert	Chesapeake, VA	(540) 414-5440
Bill Cole	Environmental Compliance Inspector, HNTB	Virginia Beach, VA	(757) 504-8989
Vicki Harlow, CIH	Environmental Trainer, Marine Chemist	Suffolk, VA	(757) 403-2252
E. Brett Waller, PG	Hazardous Materials Program Manager, VDOT	Staunton, VA	(540) 280-9500
Brian Reid, PE	Assistant Environmental Division Manager, VDOT	Suffolk, VA	(757) 925-2334
Andrew Winch, CHMM	Hazardous Materials Program Manager, VDOT	Suffolk, VA	(757) 925-2374
Marc Gutterman, PE	Environmental Engr, Hana Engineers & Consultants	Richmond, VA	(804) 621-1250
Paul Young, PG	Remedial Project Manager, NAVFAC Mid-Atlantic	Norfolk, VA	(757) 918-0647
Carl & Sandra Sweat	Residential Neighbor (27 years)	Chesapeake, VA	(757) 449-4776
Craig Smith	Safety Officer, McLean Contracting Company	Chesapeake, VA	(757) 650-9390

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PROFESSIONAL ACHIEVEMENT HIGHLIGHTS

Construction Environmental Manager (CEM) for a Joint Venture Interstate Highway and Bridge Construction Project: As the Construction Environmental Manager, I was brought in mid-project completion to make significant adjustments to construction operations as they related to environmental compliance at all levels, local, state, and federal. My duties as the CEM included SWPPP and Environmental Management Plan development and implementation, environmental training, coordinating E&S crews and engineers to obtain and maintain compliance with VDOT E&S guidelines and VDEQ E&S regulations, spill reporting and coordination, assisting superintendents and foreman with achieving environmental compliance objectives, working with wetland scientists to maintain VMRC and USACE wetland permit compliance, implement roadside (landscape) management plans, and coordinate with the project manager and other primary project engineers on environmental budgets and environmental goals and objectives. I coordinated with VDOT, VDEQ, QA/QC environmental inspectors and resolved issues as needed to maintain compliance. I reported all environmental incidents to respective agencies and directed mitigation efforts and cleanup activities. I also coordinated all waste disposal, environmental sampling, and emergency responses on the project.

Environmental CQC Compliance Officer for an EPA Superfund construction project: As the environmental quality control and compliance officer, I ensured complete project compliance on all environmental issues on a large construction project along the S. Branch of the Elizabeth River. Primary duties include site monitoring, decision making with site superintendents and project managers, and coordinating / communicating environmental impact issues and progress to the EPA and USACE. Duties also included assisting the site safety officers on safety issues as they related to onsite environmental contaminants.

Hazardous Materials Program Management: I facilitated the delivery of the VDOT transportation program by providing regulatory compliance, environmental engineering analysis, management, and accountability for the Hampton Roads District Hazardous Materials Program. I planned, organized, managed, and coordinated program activities relating to the proper identification, evaluation, and mitigation of hazardous materials and related issues. I ensured, and/or provided the necessary tools and assistance to ensure that the VDOT District's transportation planning, construction, and maintenance programs all complied with applicable state, federal, and hazardous materials/wastes/substances laws and regulations and that liabilities potentially incurred by VDOT were minimized through appropriate engineering feasibility, cost-benefit, and/or risk management analyses and decision making. Most projects included compliance and regular interaction with the DOT and Federal Highway Administration.

Environmental Planning and Development, Compliance, and Problem Solving on Construction and Maintenance

Transportation Projects: I interpreted highway construction plans and developed sound, cost-effective technical approaches for determining potential impacts of contamination on construction projects or in proposed right-of-way acquisitions. I evaluated regulations, policies, guidance documents, and technical information reports to develop reasonable, effective resolutions to impacts of hazardous materials on highway construction and maintenance (including facilities) projects. I effectively coordinated consultant activities, managed multiple technical projects simultaneously, and effectively communicated issues and solutions to upper management teams. I developed a unique project cost-estimation program in Excel that made the environmental cost-estimation process more organized, transparent, accountable, and more efficient for the project design team.

Solid and Hazardous Waste Management: I am competent in solid waste and hazardous waste management from experiences as a regulator for the Virginia Department of Environmental Quality as well as past experiences gained while an environmental consultant and as the VDOT hazardous materials program manager. Waste from transportation operations and facilities as well as waste discovered on right-of-ways required cost-effective and careful management due to the complexities of environmental laws and regulations. I am very familiar with the new universal waste manifest forms developed recently by the EPA.

Facility and Tunnel Operations & Environmental Compliance: I maintained environmental compliance at all tunnel facilities in Hampton Roads as well as over 75 different transportation operation facilities. This included preparing and managing all environmental permits, storm water sampling and management documents, managing all lead/asbestos issues, and resolving other environmental concerns as they developed in a cost-effective manner. This also included communicating environmental matters with multiple facility managers and key personnel as well as coordinating environmental activities with upper management. I originated several environmental solutions that saved upper management considerable sums of money while managing the hazardous materials program at VDOT. The unique saltwater disposal solution I developed alone saved the agency up to \$600,000 annually. I also trimmed thousands of maintenance dollars from annual environmental budgets by finding more cost-effective solutions at the tunnel facilities as well as implementing improvements to the recycling program at facilities throughout VDOT.

Asbestos and Lead Paint Abatement Projects: I coordinated asbestos and lead-paint inspections on bridges and tunnels, commercial business, development sites, reviewed asbestos reports for content, and coordinated the abatement of asbestos and lead-paint through abatement contractors. I managed the disposal of asbestos and lead-paint waste through manifest tracking.

Emergency HAZMAT Spill Response Coordination: I have extensive experience in HAZMAT spill response both as a consultant and as a hazardous materials program manager. I am trained as an emergency responder; however, most of my recent experiences as a VDOT hazardous materials program manager focused on the management of spill cleanup operations from multiple aspects. I managed spill operations by directing emergency response consultants in a manner that protected VDOT's liability while also complying with all state and federal regulations. I often coordinated onsite at the spill location with the VSP, forensic examiners, spill remediation consultants, local fire department personnel, DEQ regulators, VDEM personnel, VDOT traffic

engineers, and traffic management personnel. As a stakeholder on the regional hazardous incident management committee, I developed the HAZMAT incident response procedures for a regional planning document that later became nationally recognized as a model for urban planners and major incident management as it relates to traffic operations and agency environmental responses.

Regulatory Compliance Officer for Remediation Projects and UST/AST Site Investigations: In addition to managing construction projects as a consultant, as a hazardous materials program manager, and a small business manager, I have the unique benefit of also having several years of experience as an environmental regulator at the DEQ. This affords me the ability to relate to all aspects of environmental projects in the planning, construction, and maintenance phases as a consultant, regulator, and both a facility and business manager.

Battleship Wisconsin (PCB Compliance Air and Wipe Sampling): As the environmental consultant for the City of Norfolk owned Battleship Ex-Wisconsin berthed at the Nauticus Maritime Marine Museum facility and owned by the City of Norfolk, I have conducted annual PCB benchmark air sampling and monitoring events for the City of Norfolk in areas of the Battleship that the EPA and the City of Norfolk want to open for public tours. The sampling program is an annual requirement to document clearance level air quality data for the EPA.

City of Norfolk Attorney's Office (Environmental Consulting – Phase I ESAs): As the environmental consultant for the City of Norfolk Attorney's Office, I have maintained a trustworthy and successful business relationship by being the preferred consultant for the purpose of conducting Phase I Environmental Site Assessments, Phase II investigations, general environmental consulting, and performing Industrial Hygiene Surveys for the City of Norfolk.

Municipality Consulting (Environmental Consulting – Hazardous Materials Surveys including Asbestos and Lead): As a subcontractor, I was the environmental consultant for several properties owned by the City of Norfolk and the City of Virginia Beach as well as State owned community colleges. I have managed or assisted with performing Hazardous Materials Surveys including Asbestos and Lead inspections on City of Norfolk and Virginia Beach Public Utilities buildings, Tidewater Community College buildings, Paul D Camp Community College buildings, Virginia Institute of Marine Science buildings, and Thomas Nelson Community College buildings.

BMK Americas, LLC (Environmental Consulting – Title V Air Permitting): As the environmental consultant for BMK Americas, LLC, I coordinated the environmental compliance for a new industrial operation in Virginia and North Carolina owned by a German business group. Consulting efforts focused on the environmental compliance in the businesses application to operate an industry with air pollution potential and Title V air permitting for a proposed and eventually operational facility in Winston-Salem, NC. This effort involved extensive coordination with the client and the state Department of Environmental Quality agencies in both Virginia and North Carolina.