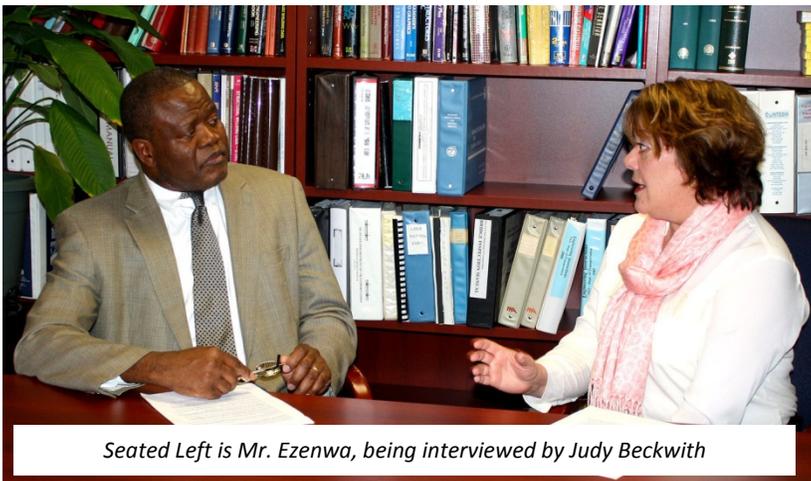


## ***An Interview with CEO, Cletus Ezenwa, PE***

*Judy Beckwith (Director of Business Development):* These are exciting times for you, with the purchase of Lu Engineers PC and the subsequent sale of your shares of Prudent Engineering. What was the impetus for taking these steps for both companies?

*Cletus Ezenwa:* These are certainly exciting times, and pleasantly so. The prospect of growth, for both companies, is the main driving force in pursuing this venture. The variety of services provided by Lu Engineers and their geographical location has positioned the firm to grow to triple or quadruple its size in the next 5 years.



*Seated Left is Mr. Ezenwa, being interviewed by Judy Beckwith*

*JB:* And on a personal level, what made you want to take on a challenge such as this?

*CE:* In one word, “Rochester”. Having spent my entire professional life in upstate New York, it gives me a personal satisfaction to make an investment in Rochester and be part of the

tremendous growth the city has provided and has continued to provide.

*JB:* The culture at Prudent has always been focused on providing excellent customer service and deliverables. How do you envision bringing these attributes to Lu?

*CE:* Lu Engineers is very similar to Prudent Engineering in that respect. The culture at Lu Engineers is keyed on quality, cost effectiveness and stewardship toward every project. Nurturing and even improving this culture of customer service at Lu Engineers will hopefully be the hallmark of my tenure as CEO.

*JB:* Lu Engineers has been guided by an exceptional leadership team, what role will they be fulfilling now? Aside from yourself, who will you be adding to the team?

*CE:* The present partners of Lu Engineers will be officers and key employees of the new company. Several key employees will also come from Prudent Engineering to Lu Engineers. Specifically, about 20 staffers will be joining Lu Engineers on the first day of the transition and that includes 7 licensed professional engineers.

*JB:* What role will these employees take on?

*CE:* They will continue in the roles they have performed at Prudent. That said, the majority are part of the Bridge Inspection team, and they will be key in helping us as we introduce this new service to Lu Engineers.

*JB:* For the employees at Lu, what can they expect as your management style?

*CE:* I usually start as a hands-on manager. As time goes on, as I begin to know the ability of the people around me, I tend to assign and supervise. I expect steady progress and good communication within the team.

*JB:* Can you share a little of your background? How did a young man living in Nigeria, end up as principal of an engineering firm in Rochester, New York?

*CE:* Yes, it has been a long journey, literally too. I came to the United States as a teen seeking education in the 1970's. When I graduated from Syracuse in 1982, I went back to Nigeria and worked in Engineering for one year. I came back to the U.S. for graduate studies in 1983 after which I secured employment in Syracuse. It was the attraction of private enterprise, and small business, which enticed me to adopt New York as my home state.

*JB:* Up until now, Lu Engineers only had a presence in Rochester, New York. Will the company be expanding?

*CE:* Yes. Four branch offices of Prudent Engineering is part of this deal. So, Lu now has additional offices in Buffalo, Syracuse, Albany and Binghamton. By the time this transition is completed, we expect to have one or 2 out-of-state offices, likely in new markets.

*JB:* The New York State Department of Transportation and the New York State Thruway Authority have been your biggest clients, how will this affect them? What about all the other municipalities and agencies you have business relationships with?

*CE:* These public sector clients will greatly benefit from the changes happening Lu Engineering. The workforce is instantly doubled and that will enable us to go after larger projects for NYSDOT and NYSTA. Both of these large clients, as well as several local clients will benefit in knowing that we have the depth of expertise to handle more complex projects.

*JB:* Lu Engineers currently provides transportation, civil, and environmental engineering along with construction administration. Will you be adding more services?

*CE:* We have brought the Bridge Inspection service to Lu Engineers as part of this deal. The entire department has come over, along with all existing contracts. We will certainly add other services in the future.

*JB:* As you take the helm, what is your vision for Lu Engineers? Where would you like to take the company?

*CE:* I hope to make Lu Engineers a major player in medium and large infrastructure projects in New York State, and particularly in Western NY and Southern Tier corridor projects which will likely become reality within the next ten years.

*JB:* How can the Lu team members assist in reaching those goals?

*CE:* Team work, loyalty to the team, professionalism, and customer service. If we maintain these attributes within our team, we will achieve those goals and more.

*JB:* What will success look like to you?

*CE:* In five years, if Lu Engineers is grossing an annual sale of \$10M or more, that will present a *measure* of satisfaction to us. On the personal side, success to me will entail being voted one of the best places of employment in the city of Rochester.

*JB:* Why would a potential new client want to contract with Lu Engineers, over any other firm?

*CE:* In some of our services, the existing clients actually regard Lu Engineers as second to none in the field. We will leverage these accolades and provide similar quality to potential new clients. We also have niche market services which we will continue to enhance and hope that potential new clients will benefit from them. In addition, the compact nature of Lu Engineers makes it attractive to new clients because of easy access to the highest levels of technical expertise in the company. Finally, the efficiency of our project managers will give potential clients the comfort in knowing that their resources are put to the most efficient use.