

Montana Society of Engineers

A state society of the National Society of Professional Engineers



Founded 1887

Joint Engineers Conference Largest in History!

Doug Brekke, PE, President

The 2003 Joint Engineers Conference was the largest in history. Over 250 engineers from all disciplines had the opportunity to pick from as many as seven concurrent continuing education sessions. During two days, we presented 34 sessions on various topics, including seismicity, contract management, surface water drainage, coal bed methane, fuel cells, transportation, AutoCAD, and energy efficiency.

The Second Montana Professional Engineers Hall of Fame banquet was an exciting and memorable evening. Leland Walker and Paul Schmechel played major roles in the development of Montana and in the promotion of our profession. It is a great pleasure for me to honor these distinguished individuals. They join Hall of Fame inaugural members John Morrison and Ben Hurlbut. I was delighted to visit with Ben and welcome him to this year's banquet. I note with sadness the passing this past year of John Morrison at age 101.

Next year's Joint Engineers Conference will be November 4 and 5, 2004 at the Red Lion Colonial Hotel in Helena. We will be welcoming the Rocky Mountain Section meeting of the Intelligent Transportation Society. I welcome your suggestions for session presenters.

The Joint Conference includes meetings for all of the sponsoring societies. Our MSE meeting featured a visit from Eric Yamashige, NSPE Western and Pacific Region Jr. Vice President. Eric flew from Hawaii to visit with us about ways to promote our profession.

During the meeting, we discussed our options for monitoring bills during the 2005 Montana Legislature. In the past, the Montana Tech Council has hired a lobbyist to represent the interests of design professionals at the Montana Legislature. The Montana Tech Council

will not be hiring a lobbyist during the 2005 session.

The American Council of Engineering Companies of Montana (ACEC) has hired a lobbyist to monitor bills that involve engineers. I attended the ACEC meeting at the Joint Conference and discussed ways that our societies can work together. ACEC offered to provide bill-monitoring information to MSE. If we identify a bill that merits our involvement, we can then contact legislators directly to express our views.

I will be attending the NSPE Winter Meeting in January. I look forward to visiting with NSPE members from other states and hope to recruit presenters for the 2004 Joint Engineers Conference. Please contact me with any issues you would like me to discuss at the national meeting.

December, 2003

During two days, we presented 34 sessions on various topics, including seismicity, contract management, surface water drainage, coal bed methane, fuel cells, transportation, AutoCAD, and energy efficiency.



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2003-04 MATHCOUNTS: Chapter & State Competitions

Dan Munson, PE, State Coordinator

I've personally helped coach teams for a number of years, and it is truly a rewarding experience to try to turn kids on to math and analytical problem solving. That's what we engineers are all about anyway! Consider volunteering as a MATHCOUNTS coach this year. It's a perfect way to help shape the next generations of scientists and engineers, as well as to mentor kids along the way.

If coaching is not your bag, stay tuned. We will be asking for your help with our local chapter competitions in February, where you can see in person the power of middle school analytical determination and team building skills. Either way, I challenge all of you to make a difference with a young student, share your knowledge and expertise, and help make Montana MATHCOUNTS the best program around! Please contact one of the Chapter Coordinators listed below to see how you could help this worthwhile program.

State Competition Date:

Tuesday—March 16, 2004
at MSU –Bozeman SUB

Contact: Dan Munson, State Coordinator
Northwestern Energy
PO Box 80330
Billings, MT, 59108-0330
Phone: 406-655-2540
Fax: 406-655-2511
Dan.Munson@northwestern.com

Billings Chapter

Chapter Competition Date: February 13, 2004
at MSU-Billings
Dan Munson, Coordinator
Northwestern Energy
PO Box 80330
Billings, MT, 59108-0330
Phone: 406-655-2540
Fax: 406-655-2511
Dan.Munson@northwestern.com

North Central Chapter

Chapter Competition Date: February 11, 2004
at MSU-Great Falls - Heritage Hall
Bill Burkland, Coordinator
Robert Peccia & Associates
PO Box 5653
Helena, MT 59604-5653
Phone: 406-447-5054
Fax: 406-447-5036
e-mail: bill(@rpa-hln.com

Eastern Montana Chapter

Chapter Competition Date: February 10, 2004
Dawson County High School Auditorium
Elton Stickel, Coordinator
601 South Merrill
PO Box 131
Glendive, MT 59330
Phone: 406-359-7230
Fax: 406-359-7273
e-mail: elton.stickel@wbip.com
Edwina Boyle
406-359-7320
e-mail: edwina.boyles@wbip.com

Kalispell Chapter

Chapter Competition Date: February 13, 2004
at West Coast Kalispell Center Hotel
Tom Heinecke, Coordinator
Morrison-Maierle, Inc.
1228 Whitefish Stage Road
PO Box 8057
Kalispell, MT 59904-8057
Phone: 406-752-2216
Fax: 406-752-2391
e-mail: theinecke@m-m.net

Missoula Chapter

Chapter Competition Date: February 19, 2004
at Ruby's Inn
Guy Sharp, Coordinator
5560 Bridle Path Lane
Florence, MT 59833
Phone: 406-273-2461
Fax: 406-273-6987
e-mail: guy@guy-sharp.com
Paul Dryvestien, Coordinator
Phone: 406-721-4320

Bozeman Chapter

Chapter Competition Date: February 13, 2004
at MSU-Cobleigh Hall, Room 429
Jerry Stephens, Coordinator
Dept. of Civil Engineering
Montana State University
Bozeman, MT 59717
Phone: 406-994-6113
Fax: 406-994-6105
e-mail: jerrys@ce.montana.edu

Butte Chapter

Chapter Competition Date: February 13, 2004
at Red Lion Inn
Brian Sullivan, Coordinator
ASiMI
251 Roosevelt Drive
Butte, MT 59701
Phone: 406-496-9844
Fax: 406-496-9793
e-mail: Sullivan@asimimt.com

*I challenge all of you to
make a difference with a
young student, share your
knowledge and expertise,
and help make Montana
MATHCOUNTS the best
program around!*

Top 10 Interview Bloopers . . .

We've all heard stories of job candidates who looked great on paper but who were absolute disasters in person. With fewer and fewer interview opportunities available in this competitive market, it's essential to make the best possible first impression. You can learn from the mistakes of others and avoid the top 10 worst interview blunders.

Poor handshake. The three-second handshake that starts the interview is your first opportunity to create a great impression. But all too often an interview is blown right from the start by an ineffective handshake. Once you've delivered a poor handshake, it's nearly impossible to recover your efforts to build rapport. Here are some examples:

- * The Limp Hand: Gives the impression of disinterest or weakness
- * The Tips of the Fingers: Shows lack of ability to engage.
- * The Arm Pump: Sincerity is questionable, much like an over-aggressive salesman.

Even if you're a seasoned professional, don't assume you have avoided these pitfalls. Your handshake may be telling more about you than you know. Ask for honest critiques from several friends who aren't afraid to tell you the truth.

Talking too much. In my recruiting days, I abhorred over-talkative candidates. So did most of my client employers. Over-talking takes several forms:

- * Taking too long to answer direct questions. The impression: This candidate just can't get to the point.
- * Nervous talkers. The impression: This candidate is covering up something or is outright lying.

To avoid either of these forms of over-talking, practice answering questions in a direct manner. Avoid nervous talking by preparing for your interview with role-play.

Saying negative things about your current or past employers/managers. The fastest way to talk yourself out of a new job is to say negative things. Even if your last boss was Attila the Hun, never, never state your ill feelings about him/her. No matter how reasonable your complaints, YOU will come out the loser if you show that you disrespect your boss. When faced with the challenge of talking about former employers, make sure you are prepared with a positive spin on your experiences.

Showing up late or too early. The first lesson in job-search etiquette is to show up on time for interviews. A lot of job seekers don't realize, however, that showing up too early often creates a poor first impression as well. Arriving more than ten minutes early for an interview is a dead giveaway that the job seeker has too much time on their hands, much like the last one picked for the softball team. Don't diminish your candidate desirability by appearing desperate. Act as if your time were as valuable as theirs. Always arrive on time, but never more than ten minutes early.

Treating the receptionist rudely. Since the first person you meet on an interview is usually a receptionist, this is also the first impression you'll make. Don't mistake low rank for low input. Often, that receptionist's job is to usher you into your interview. The receptionist has the power to pave your way positively or negatively before you even set eyes on the interviewer.

Asking about benefits, vacation time or salary.

What if a car salesman asked to see your credit report before allowing you to test drive the cars? That would be ridiculous and you'd walk away in disgust. The

effect is about the same when a job seeker asks about benefits or other employee perks during the first interview. Wait until you've won the employer over before beginning that discussion.

Not preparing for the interview. Nothing communicates disinterest like a candidate who hasn't bothered to do pre-interview research. On the flip side, the quickest way to a good impression is to demonstrate your interest with a few well thought out questions that reflect your knowledge of their organization.

Verbal ticks. An ill-at-ease candidate seldom makes a good impression. The first signs of nervousness are verbal ticks. We all have them from time to time—umm, like, you know. Ignore the butterflies in your stomach and put up a front of calm confidence by avoiding verbal ticks. One of the best ways to reduce or eliminate them is through role play. Practice sharing your best success stories ahead of time, and you'll feel more relaxed during the real interview.

Not enough/too much eye contact. Either situation can create a negative effect: Avoid eye contact and you'll seem shifty or untruthful; offer too much eye contact, and you'll wear the interviewer out. If you sometimes have trouble with eye-contact balance, work this out ahead of time in an interview practice session with a friend.

Failure to match communication styles. It's almost impossible to make a good first impression if you can't communicate effectively with an interviewer. But you can easily change that situation by mirroring the way the interviewer treats you. For instance:

- * If the interviewer seems all business, don't attempt to loosen him/her up with a joke or story. Be succinct and businesslike.
- * If the interviewer is personable, try discussing his/her interests. Often the items on display in the office can be a clue.
- * If asked a direct question, answer directly.

Then follow up by asking if more information is needed. When you allow the interviewer to set the tone of conversation, this can vastly improve your chances of making a favorable impression. You can put the interviewer at ease—and make yourself seem more like them—by mirroring their communication style.

Just as a strong resume wins you an opportunity to interview, strong interview skills will win you consideration for the job. You already know that you won't earn an interview unless your resume sets you apart as a candidate of choice. Likewise, you should know that polishing your interview skills can mean the difference between getting the job offer—and being a runner-up.

Start your job search with a resume that creates a stellar first impression, then back those facts up with your extraordinary interview skills. You will have made yourself a better candidate by avoiding these ten interview pitfalls. And no one will have to talk about you as the candidate who "almost" got the job.

*Deborah Walker, CCMC
Resume Writer ~ Career Coach
For more in-depth information on resumes, job-search strategy and interview skills, check out the article archive at my website: www.AlphaAdvantage.com
Email: Deb@AlphaAdvantage.com
Toll-free phone: 888-828-0814*

It's almost impossible to make a good first impression if you can't communicate effectively with an interviewer.

Professional Engineers Hall of Fame Inducted Warren Paul Schmechel, PE & Leland J. Walker, P.E. at the Joint Engineers Conference in 2003

Dan Munson, PE, President Elect

The awards banquet held after the 2003 Joint Engineer's Conference proved to be another success in honoring two outstanding Montana engineers that have had a great impact on our profession. The Montana Society of Engineers inducted Warren Paul Schmechel, P.E. and Leland J. Walker, P.E. into the Montana Professional Engineer's Hall of Fame. Their names and accomplishments were engraved on plaques that will be hung at MSU's Engineering Hall of Fame on the second floor of Roberts Hall in Bozeman.

Warren Paul Schmechel, P.E. graduated from Montana State College, now MSU in Bozeman, in 1953 with a bachelor's degree in electrical engineering. After graduation he was hired as a junior engineer with the Montana Power Company. He retired from Montana Power in 1992 after serving as president, chief executive officer, and chairman of the board of directors. Schmechel oversaw the financing and development of Colstrip Units 3 and 4 and the creation of Entech, a subsidiary involved with coal-mining, gold-mining, telecommunications, and automation equipment. Schmechel was the first employee of Western Energy Company, serving as vice president from 1966 to 1976 and president from 1976 to 1982. The Montana Power subsidiary grew into one of America's largest coal producers with operations in Montana, Wyoming, Colorado, and Texas. Schmechel died in 1994.

Leland J. Walker, P.E. attended MSC beginning in 1940 and later graduated from Iowa State (College) University in 1944 with a bachelor's degree in civil engineering. He founded Northern Testing Laboratories in 1958. His firm has provided geotechnical engineering and materials testing for projects throughout the Northern Rocky Mountain Region, including all units of the Montana University system; major coal mine development projects in the Powder River basin; Montana and Idaho highway and airport projects; and hundreds of government, school, and private projects. Walker is a Fellow in the American Society of Civil Engineers (ASCE) and served as national president from 1976 to 1977. He is a Fellow in the Accrediting Board for Engineering and Technology (ABET) and served as national president from 1980 to 1983. He was a Co-Founder of the American Council of Engineering Companies of Montana. Walker lives in Great Falls.

Fourteen members of the Schmechel family attended the banquet to accept the award on Paul's behalf. Steve Schmechel, Paul's youngest son, read a letter that Paul had written to a young aspiring engineer starting her career. She had asked Paul what it took to be a successful engineer. The family gave us permission to publish Paul's response to this engineer.

"Dear Marie:

Thanks for your letter of May 14, 1990 asking for whatever advice I might offer as you start into your career. I'm flattered that you would seek my counsel. I'll do the best I can, but with the understanding that my approach may suggest more dedication than most people are willing to give today.

So here goes: To be a success in anything -- in school, on the athletic field (as you know so well), in business or in government -- demands great effort. You have to work like the devil. I can't say it any other way and still get the point across. If I said, "work hard" I would only give you the picture of a plodder going along at an easy gait, getting in eight hours, no more, no less. To do something well, you have to care about it tremendously, like a fat man sweats out a poker pot.

You might ask, what about the geniuses? Geniuses themselves don't talk about the gift of genius; they talk about hard work and long hours. As Thomas Edison put it: "Genius is one percent inspiration and 99 percent perspiration."

It's important to take time to know yourself -- know your abilities and limitations and be a tough taskmaster. Demand excellence of yourself. When you tackle your first professional job, if you haven't already, your employer will be looking for a number of other qualities in addition to hard work and striving for excellence.

You'll be singled out as an extraordinary person if you possess other traits too. I'll list just a few: Learn to concentrate. Keep your thoughts and attention on one subject at a time. Be thorough. No employer likes to pay for mistakes or wrong answers. Stand at the head of your English class. You've committed to that through your degree minor. I've known a lot of professionals, brilliant folks in their fields, who fail to get their ideas across because they have difficulty expressing themselves either in speaking or writing. Be cooperative. This means being agreeable and courteous. You're going to

*The Montana Society of
Engineers accepts
nominations for engineers
who have significantly
impacted our profession to
receive this special award.*

Member Profile:

Tom Heinecke, P.E.

Dan Hogan, P.E., Vice President

Tom is a second-generation engineer and an alumnus of MSU, earning his B.S. in 1977. Upon graduation, he found work in Salt Lake City in the employ of Johnson Controls. After a three-year stint, he was able to return home to Kalispell where he joined the firm of Brinkman and Lennon and worked with that group until 1991. Following that engagement, Tom took a position with Morrison-Maierle where he is now serving as the Department Head of the Mechanical/Electrical Division.

Tom has been a long-standing member of MSE and served on the board from 1997 to 2002. During that time, he was instrumental in establishing the recognition of Fire Protection Engineering. Through his hard work, it is now a requirement that a PE be involved in Fire Protection design.

Outside of work, Tom pursues a hobby that I'm sure is quite unusual for an engineer. He enjoys Sky Diving! His most

memorable jumps were in Jackson Hole where he competed in a shooting accuracy contest. This entails a low altitude jump from around 2500' with the intent of landing closest to a 10 cm target.

When Tom is not jumping out of airplanes or working at the office, he enjoys skiing with his wife Terry and son Taylor. Terry is teacher and, like Tom, is active in her profession, serving on multiple committees for the International Reading Association. Taylor is currently a sophomore at Flathead High School and participates in the racing program at Big Mountain. I guess Tom is not the only adventurous soul in the Heinecke Family.

Montana Society of Engineers would like to present a different Member Profile each quarter in this section of the Newsletter. Please contact the MSE Office or an Officer if you have someone that you would like to see feature in future Newsletters.

Tom has been a long-standing member of MSE and served on the board from 1997 to 2002.

PE Hall of Fame —Continued from Page 4

run across many people in life who you may not particularly like, and some you may even dislike. But if we allow ourselves to base our cooperativeness on our likes and dislikes, we are putting ourselves first and our employer's interests second. We have to be a team worker. Have an imagination. Keep it active and vivid. Put money in its proper place. Remember that you cannot buy respect. Remember also that human dignity comes before pay and promotions. Be an optimist. Determination and persistence can overcome the greatest odds. Be enthusiastic. No job or assignment is hard when it is handled with enthusiasm. Pay heed to your conscience. All of us have this built in alarm system. Almost without fail, our own conscience will tell us right from wrong if we take time to listen.

That's the business side. As I think about it, it's really a matter of common sense, nothing terribly complicated in there. It pays to have a hobby or two, also; otherwise you lose your personality. Hopefully, what I've offered will be of some help. Good luck!

Sincerely,
Paul Schmechel"

Leland Walker accepted his award, and gave the following acknowledgement: "Thank you for this honor. I have no idea who is responsible for the nomination, but I do know that anything attributed to me was not done by me alone--starting with my wife, Margaret, my partner and best friend for more than 57 years. It has been by co-workers in engineering, and associates in many organizations throughout the years. What was accomplished was the result of our joint efforts. So you and they share this recognition--all should be part owners of this plaque. I am particularly proud to share this evening with the memory of Paul Schmechel--a great engineer, a close friend and colleague who is truly deserving of this honor."

The Professional Engineers Hall of Fame resides at the School of Engineering at Montana State University. The Montana Society of Engineers accepts nominations for engineers who have significantly impacted our profession to receive this special award. If you would like to nominate an engineer for the 2004 Montana Professional Engineer's Hall of Fame award, please send the information to:

Montana Society of Engineers
PO Box 20996
Billings, MT 59104-0996

The Warning Signs of Career Disaster

Many of us experience recurring dreams. Mine is that I'm driving down the freeway and I can't read the road signs until I'm right up close. By then it's too late: I've missed an important exit. Fortunately, it's just a dream. I wake up and all is fine. Unfortunately, many people have trouble reading signs—not road signs, but career warning signs.

A career warning sign is any change that indicates possible career disaster that could result in finding ones place in the unemployment line. While warning signs may vary according to employment situations, there are four basic warning signs that apply in most employment scenarios.

Warning Sign #1: Your industry is experiencing a down turn. Telecommunications is a perfect example. A few years back telecom was one of the fastest growing industries. Recruiters worked day and night to fill telecom positions at all levels. The first negative indicator was unmet earnings expectations. Those who paid attention left the industry. Persons who practice career management watch the growth trends within their industry and know to leave ahead of the crowd.

Warning Sign #2: Sales are down in your company. While not everyone within an organization is involved with sales, sales levels affect all jobs. When revenues decrease, profits are held steady by cutting costs, which often means cutting jobs. Persons can protect themselves by paying attention to sales levels within their organization.

While not all employees are privy to sales numbers, there are ways of finding pertinent financial information. Public companies must publish financial statements. It pays to take the time to study these documents to uncover your company's basic financial status.

Employees of non-public companies, even without the benefit of public financial information, can also read the signs of declining sales:

- * Work load decline.
- * *The boss suddenly seems concerned over small costs, like office pens, copier paper etc.*
- * The Sales Manager was just fired.
- * The Sales department is going through reorganization.

Alert employees are sensitive to such indicators. They keep their resume updated at all times and cultivate a growing professional network for potential future job leads.

Warning Sign #3: Management changes. Any management change has the potential of damaging your corporate position. Be watchful during:

- * Mergers and acquisitions.
- * String of short-term management tenure (i.e. three bosses in two years.)
- * Retirement or replacement of Sr. Management.

Wise employees listen closely to new-management rhetoric. How dramatic are his/her promises to shareholders? What's the new boss' track record? Does he/she have a reputation as a reactionary, axe-swinging job cutter, or as a strategic long-term planner who views employee reduction as a last resort? The first announcement of new management is the time to cautiously explore outside options.

Warning Sign #4: You've lost favor with your boss. While "gut feelings" often are the first warning, some objective indications are:

- * A less-than-exemplary performance review.
- * No performance-based salary increase.
- * Your year-end bonus was much smaller than expected.
- * Your input is not requested at planning meetings.
- * Your suggestions are ignored.

If you sense your position on the corporate totem pole is falling, trust your gut. When jobs are at stake, yours will be one of the first sacrificed.

These warning signs may seem obvious, but are often sadly ignored by those who fear change. Rather than take action, they lean on false hope that loyalty to the employer will pay off in the end. Those who practice career management never confuse company loyalty with aversion to change. When career-warning signs appear on the horizon, pick up your binoculars and read the signs clearly so that you're ready for the next appropriate exit.

Deborah Walker, CCMC
Deb@CareerShoppingBag.com
Nation's top Resume Writers & Career Coaches
Online Resume Distribution

New SF 330 to Replace SF 254/255 A/E Qualification Forms

GCI has confirmed the final requirements for the SF 330—the consolidated form that will replace the SF 254 and 255 Architect/Engineers Qualification forms. What's in and what's out?

- Current Section 9—Out
- 30 Example Projects—Out
- Project Pictures—Out
- Fee Disclosure—Out
- Page Numbers—Out
- Required Organization Charts—In
- Section G—In
- Expanded Project Descriptions—In

New profile codes will have exactly the same descriptions as the old codes to facilitate conversion from one code to another. Additional functions will be added, but contractors will have the option of using the previously assigned function if they choose.

When the new form comes out in May 2003, contractors will be required to comply within 6 months, says Don Evick, US Army Corps of Engineers. A drop-dead date will be developed.

A career warning sign is any change that indicates possible career disaster that could result in finding ones place in the unemployment line.

GCI has confirmed the final requirements for the SF 330—the consolidated form that will replace the SF 254 and 255 Architect/Engineers Qualification forms.

Two Inducted into Professional Engineers Hall of Fame

Doug Brekke, PE, President Elect

John H. Morrison, P.E. of Helena and Ben F. Hurlbut, P.E. of Billings are the inaugural inductees into the Montana Professional Engineers Hall of Fame. Plaques honoring them will be hosted at the Montana State University College of Engineering in Bozeman.

The Montana Professional Engineers Hall of Fame is sponsored by the Montana Society of Engineers to honor Montana engineers who made significant contributions to the development of Montana and the engineering profession.

John H. Morrison graduated from Montana State College (now MSU in Bozeman) in 1927 with a bachelor's degree in civil engineering. He was the chief bridge designer for the Montana Department of Transportation (1939-1945) and founded Morrison-Maierle, Inc. in 1945. Morrison worked on many of Montana's early water and wastewater treatment systems, including projects in Hamilton, Cut Bank, Columbia Falls, Billings, Bozeman and Kalispell. Other projects included the design of the Kooconusa Bridge near Libby (1972), seismic renovation of the Montana State Capitol (1963), and the Wolf Creek Canyon section of Interstate Highway 15 north of Helena (1966).

Morrison worked for legislation that created the Montana Board of Professional Engineers and Land Surveyors in 1947 and served as the board's first chairman. He holds Montana Professional Engineer license No. 1ES. He has further promoted engineering professionalism through active membership in several professional societies. Morrison recently celebrated his 100th birthday with family and friends in Helena. For his lifetime of commitment to the highest professional standards, the Montana Society of Engineers honors him as an inaugural member of the Montana Professional Engineers Hall of Fame.

Ben F. Hurlbut graduated from MSC in 1949 with a bachelor's degree in civil engineering. He founded HKM, Inc. in 1970. Hurlbut was the structural engineer for private and public buildings throughout Montana, including Billings West High School, Bozeman Senior High School, C.M Russell High School in Great Falls and schools in Livingston, Glendive, Miles City, Broadus, Red Lodge, Polson, and Missoula. He was the structural engineer for Brick Breeden Fieldhouse at MSU-Bozeman. At the time of its construction in 1956, the Fieldhouse was the largest clear-span, timber-frame dome in the world.

Hurlbut was a national director and co-founder of the Montana chapter of the American Council of Engineering Companies. He served on the Technical Review Board for the American Institute of Timber Construction and has been an active member of several other professional societies. For his lifetime of commitment to the highest professional standards, the Montana Society of Engineers honors him as an inaugural member of the Montana Professional Engineers Hall of Fame.

See the insert in this newsletter to make your nomination for 2003.

The Montana Professional Engineers Hall of Fame is sponsored by the Montana Society of Engineers to honor Montana engineers who made significant contributions to the development of Montana and the engineering profession.

POSITION OPENINGS:

RLK—Kuusisto, a multi-disciplinary civil engineering consulting firm has the following openings in our Commercial/Residential Dept. in Minnetonka:

PROFESSIONAL ENGINEER (Civil)

Engineering design and project management of land development projects. Requirements: B.S. in Civil Eng., P.E. license in MN, 8-10 years related civil eng. experience and strong tech. and communication skills.

PROJECT ENGINEER (Civil)

Engineering design work and implementation of a variety of land development projects. Requirements: B.S. in Civil Eng., E.I.T. Cert., 3-5 years of related civil eng. experience and strong tech. and communications skills. CAD experience preferred.

ENGINEERING TECH (Civil)

Designing/drafting of various land development construction plans. Requirements: 2 year technical degree and 3-5 years related civil eng. technician experience. Must have strong tech. skills.

SR. LANDSCAPE ARCHITECT

Site land planning, site landscaping, site zoning, etc. Experience w/ managing and overseeing production plans, project scope/timelines/budgets. Leadership position.

Excellent benefits & competitive salary. Resumes to: RLK-Kuusisto, Ltd., H.R., 6110 Blue Circle Dr., #100, Minnetonka, MN 55343. E-mail: krhodes@rlk-kuusisto.com. Website: www.rlk-kuusisto.com Equal Opportunity Employer

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Visitors to the MSE web site will be able to look for an engineer by discipline and by geographic area.

MSE Web Site

Brad Wright, PE, Web Site Chairman

Montana Society of Engineers is in the process of developing an interactive web site for its members and their firms. Members will be able to list their firm information and provide links back to their web sites. Visitors to the site will be able to look for an engineer by discipline and by geographic area. The site will list upcoming CES opportunities and we will encourage all societies to share this information—for no charge.

MathCounts Chapters will be able to share information with schools and members regarding upcoming competitions. It will be another area to acknowledge and thank financial sponsors of the Montana MathCounts program. Portions of the site will deal with planning for the annual Joint Engineers Conference and political issues facing professional engineers at the local, state and national levels.

If you have ideas or items that you would like to see provided through the web site, please contact me or the MSE Office. This is your site and we would like to make it something you would use.

03-04 MSE Board

Doug Brekke, President
DLB@5400.TV

Dan Munson, President-Elect
Dan.Munson@northwestern.com

Dan Hogan, Vice President
dhogan@aegis-eng.biz

Brad Wright, Secretary/Treasurer
bwright@salient-tech.com

Bill Buxton, Past President
bbuxton@m-m.net

Connie Dempster, Executive Secretary
MSE Office
PO Box 20996
Billings, MT 59104-0996
406-259-7300
406-259-4211 Fax
mse@assoc-mgt.com
