



ABOUT NORMANDEAU ASSOCIATES, INC.

Delivering Innovative Sound Scientific Solutions and Services

Normandeau is one of the nation's largest and most respected science-based environmental consulting firms. We are known for developing innovative solutions and consistently delivering high quality, results-oriented services that are highly valued by our clients and respected by the regulatory and scientific community.



Normandeau's extensive team of experienced field scientists, analysts, researchers, and permitting specialists delivers technically credible and legally defensible information to advance project goals, meet regulatory requirements, and promote sustainable economic development while protecting and restoring natural resources. Since 1970, we have worked in close partnership with industry, government agencies, energy providers, and the public. Normandeau's staff are highly motivated by our 100% employee-ownership culture. We are committed to honesty and integrity and always strive to exceed client expectations.

Long Term Commitment to our Clients

In the dual role of intermediary and technical specialist between our clients, regulators, and the public, we seek solutions that achieve project goals, enhance sustainable economic development, meet regulatory requirements, protect and restore our natural resources, and improve communities. Our commitment to our stakeholders is exemplified through our results-oriented approach, top quality science-based solutions, and highest level of accountability and safety.

More than 70% of our clients return to Normandeau. We are proud of the longevity of Normandeau's relationships, our vast senior-level project management experience, and the positive impact this has on work efficiencies and enjoyable working climates. Stewardship to our clients and to scientific integrity creates the best possible outcomes for all. At Normandeau, we believe our clients are best served by sound science.

We Deliver Innovative, Sound Scientific Solutions and Services

Normandeau's practice is founded upon scientific integrity coupled with innovation and pragmatism. We deliver high quality, scientifically sound services and solutions through the teamwork of talented, experienced, and diversely skilled staff. With more than 300 scientists and professionals, we can mobilize quickly to effectively manage a wide range of challenging and complex projects in response to the needs of our clients and the requirements of regulatory agencies.

Normandeau is one of the few science-based environmental consulting firms in the nation that can provide clients with a comprehensive set of technical and professional services ranging from initial field data collection, sampling and laboratory analysis, analytical modeling and GIS mapping to strategic consulting, expert testimony and scientific reporting.



www.normandeau.com

*Delivering Innovative,
Sound Scientific Solutions and
Services to Clients Nationwide*

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At Normandeau, we actively put into practice our core values including:

Consistently delivering quality, results-oriented environmental services

Respecting the interests of all stakeholders, the public and our natural environment

Demonstrating ethical work conduct and scientific integrity at all times

Maintaining our commitment to continuous improvement

Providing a safe and positive working environment

Fostering pride, investment, and accountability through employee ownership

Our Team Approach

Normandeau is a science-based firm that recognizes how teamwork enhances outcome. Drawing from a diversified staff, project teams are specifically selected to effectively address the matter at hand. Our in-house staff includes marine, aquatic, wetland, and terrestrial ecologists; environmental planners; fisheries biologists and limnologists; soil scientists, geologists, and hydrologists; engineers; regulatory specialists; public involvement professionals; statisticians and data processing specialists. Many of our senior staff have worked together for longer than 25 years, which has enabled us to develop high-caliber technical capabilities specifically geared toward the realities of economic and infrastructure development, a strong record of successfully guiding our clients through due diligence and regulatory review processes, and the ability to bring directed focus to every project. Our senior staff and expert witnesses can confidently rely on the integrity of the groundwork that precedes their analyses and opinions. Combining the expertise as needed of field biologists, PhD-level scientists and the strategic advice of high-level regulatory professionals, Normandeau assembles highly qualified and credentialed teams drawing from its in-house staff, and supplements this expertise when warranted with leading authorities on highly specialized topics to provide our clients with a results-oriented approach to scientific data collection and navigating through regulatory review and associated legal proceedings.



In an industry characterized by mergers, consolidations, and restructuring, our unique model of broadly distributed 100% employee ownership creates a stable foundation of dedication and engagement that is evident in all we do. At Normandeau, our employee ownership culture enhances our technical excellence and strengthens our ability to solve client challenges effectively and efficiently. Our commitment to safety, quality and integrity is an ingrained corporate philosophy.

Normandeau Associates, Inc. is one of the largest science-based environmental consulting firms in the United States serving both the private and public sectors. Founded in 1970, it is a trusted leader in delivering sound, innovative scientific solutions to a global clientele. Normandeau's team of experienced field scientists, analysts, researchers, and permitting specialists delivers technically credible information to help achieve project goals, meet regulatory requirements, and promote sustainable economic development while protecting and restoring natural resources. Headquartered in Bedford, NH, Normandeau has offices nationwide.

*Employee Owned
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