

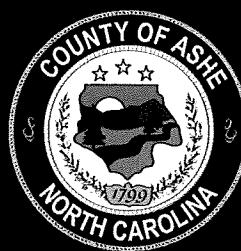


AVCON



STATEMENT OF QUALIFICATIONS

**AIRPORT PLANNING AND ENGINEERING SERVICES FOR
THE COUNTY OF ASHE, ASHE COUNTY AIRPORT**



December 4, 2025



December 4, 2025

County of Ashe
Attn: Eric Payne, Airport Director
639 Airport Road
Jefferson, NC 28640

Re: Statement of Qualifications for Airport Planning and Engineering Services for the County of Ashe

Dear Mr. Payne,

AVCON, INC. is pleased to submit our Statement of Qualifications (SOQ) to the County of Ashe to provide Airport Planning and Engineering Services at Ashe County Airport (GEV). As a trusted partner to the County of Ashe since 2005, AVCON brings a deep familiarity with the airport's operations, infrastructure, and long-term goals—along with a proven track record of delivering results. We understand the critical role GEV plays in supporting regional economic growth and aviation activity. That's why we are committed to providing innovative, cost-effective solutions tailored specifically to the airport's needs.

AVCON was established in 1988 with the vision of serving as award-winning AViation CONsultants. From its humble beginnings as a small office with four employees, AVCON has grown to more than 130 highly qualified and dedicated engineering and planning professionals in offices across the Southeast, including its **Huntersville, NC** location where all work for this project will be performed.

When it comes to providing aviation consulting services, AVCON and the AVCON team can provide all the needed services and has comprehensive in-house expertise in all aspects of airfield and landside design, aviation planning and studies, sustainability and environmental studies, terminal/facility enhancement projects, and construction administration services, and the firm continually stays abreast of the latest standards and innovations in the aviation industry.

Our proposed Project Manager, **James Moose, PE**, who is located in Huntersville, NC, is an experienced project and team leader and technical expert for aviation design projects, with 24+ years in the industry. He is a Vice President at AVCON with a resume containing a diverse array of hands-on airfield engineering and project management experience at both Air Carrier and General Aviation (GA) airports – a combination best suited for the County. Mr. Moose will be supported by **Mr. Sandeep Singh, PE**, who will serve as Principal-in-Charge. Mr. Singh's expertise in professional engineering services has been built over the past 40 years. Mr. Singh will work alongside Mr. Moose to ensure this important contract receives the highest level of attention and the resources necessary for unqualified success. Mr. Moose and Mr. Singh will also be supported by **Mr. Travis Bird, PE**, who will serve as Project Engineer and has supported several recent GEV projects over the past three years.

AVCON has assembled an industry-leading team of experts who are excited for the opportunity to serve the County as a dedicated partner, advisor, and extension of staff. The AVCON Team members were carefully selected to provide the highest value to the County and to provide project specific expertise based on your anticipated projects. AVCON partners with firms that bring targeted experience to the team. The AVCON Team is comprised of the following firms:

- **S&ME, Inc.** - Geotechnical Investigation and Engineering, Construction Materials Testing, Environmental Considerations
- **THC, Inc.** - Land Acquisition

Along with the subconsultants listed above, AVCON partners with multiple experienced and dedicated firms across the Southeast, giving the company the capability to handle any project or client need that may arise—today and well into the future.

10115 Kinney Avenue, Suite 140
Huntersville, NC 28078
704.954.9008 | avconinc.com

**TRANSFORMING
TODAY'S
IDEAS INTO
TOMORROW'S
REALITY** by

**FULL-SERVICE
EXPERTISE**

Our firm offers complete in-house planning and engineering capabilities.

**HISTORICAL
KNOWLEDGE**

We've worked with the County of Ashe for over two decades and understand your preferences and vision.

**STRATEGIC
PARTNERSHIPS**

We team with trusted experts to deliver tailored, innovative project solutions.

**TRUSTED &
TRANSPARENT**

AVCON is committed to collaboration, accountability, and clear communication.

AVCON – The Right Choice. AVCON is committed to the County of Ashe and Ashe County Airport. AVCON will guarantee, and be solely accountable for, the completion of all services by the team. The AVCON Team has unparalleled qualifications to support the County and the Airport's staff on this contract. Some qualification highlights include:

- James Moose, PE, has served the County of Ashe and Ashe County Airport in multiple roles **since 2011** and is well-acquainted with County and Airport staff. As Project Manager, he and his team bring deep familiarity with airport engineering requirements and extensive prior experience, eliminating any learning curve;
- AVCON brings extensive, relevant, and award-winning project experience and excellent relationships with the **FAA and NCDOT DOA** personnel for project-related discussions, including funding eligibility;
- AVCON is a **full-service firm** with all engineering disciplines in-house, including Mechanical, Electrical, Plumbing, Fire-Protection and Structural Engineering;
- AVCON brings the capabilities of a large firm with the demonstrated responsiveness of a smaller firm, suited to the task-based assignments expected under this contract;
- AVCON's proven response capabilities are unmatched and a phone call away; and
- AVCON will guarantee to do the best job, completing projects on time and within budget, and with quality you expect and deserve—AVCON's successful track record speaks for itself.

We are grateful for the opportunity to continue serving the County of Ashe and appreciate your thoughtful consideration of AVCON for this important contract. We look forward to the opportunity to build upon our **20-year partnership** and help drive the airport's continued success.

Respectfully,



Sandeep Singh, PE
President/Principal-in-Charge



James Moose, PE
Vice President/Project Manager

SUMMARY OF QUALIFICATIONS

COMPANY OVERVIEW

Since 2005, AVCON has been a dedicated partner to the County of Ashe at GEV Airport, offering in-depth knowledge of the airport's operations, infrastructure, and long-term objectives, along with a consistent record of delivering successful outcomes.

AVCON offers comprehensive planning, engineering, and specialty services across both airside and landside development. Our multidisciplinary team has delivered successful projects ranging from master plans, environmental and DBE assessments, and airfield pavement designs to lighting and NAVIDs, hangar developments, terminal upgrades, security and access control systems, and utility and stormwater improvements.

AVCON's capabilities also extend to land development services more commonly associated with the non-aviation portions of an airport, including roadways, parking facilities, structural and building support, and primary power distribution. Our in-house expertise spans civil, structural, mechanical, electrical, plumbing, and fire protection disciplines—enabling us to provide **safe, efficient, and cost-effective solutions with minimal impact to airport operations.**

Complementing a long history of design services is an extensive construction background that allows AVCON to provide quantity takeoffs and realistic cost estimates. This capability has contributed to a proven track record of assisting AVCON's clients (and funding agencies) with budgeting for both small and large multi-phase projects.

AVCON is widely recognized for delivering high-quality planning, design, and construction services, along with forward-thinking approaches that drive innovation, enhance sustainability, and reduce long-term costs for airport owners. The firm consistently integrates cutting-edge technologies and durable materials to extend the life of infrastructure while minimizing environmental and operational impacts. Examples include the use of advanced asphalt binder modifications to mitigate rutting, resist fuel damage, and significantly increase pavement longevity; the application of polyurethane injection foam to re-level and stabilize concrete pavement slabs with minimal disruption; and the implementation of LED airfield lighting and signage systems powered by independent electrical circuits—eliminating the need for traditional intensity controller panels prone to lightning strikes. Additionally, AVCON has pioneered the use of junction can plaza designs to safely and efficiently separate multiple lighting circuits, improving reliability and ease of maintenance. These solutions demonstrate AVCON's commitment to sustainable, resilient, and cost-effective aviation infrastructure.

CONTINUING SERVICES EXPERIENCE

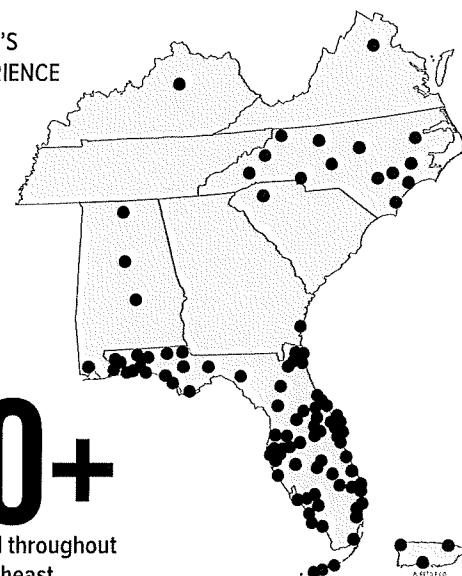
AVCON has served as the prime consultant for numerous multi-year, general and on-call consulting agreements across the US. Ranging from major commercial service airports like Orlando International to small GA operations like Arthur Dunn Airpark, many of these airports have trusted AVCON to deliver innovative and cost-effective engineering and planning solutions for decades.

The County of Ashe and GEV will benefit from AVCON's strong understanding of North Carolina's municipal operations, relationships with state and federal agencies, and best practices from similar projects.

Some of AVCON's continuing services experience for airports includes:

- Apalachicola Regional Airport (18 years)
- **Ashe County Airport (20 years)**
- Asheville Regional Airport (17 years)
- Arthur Dunn Airpark (7 years)
- Avery County Airport (10 years)
- Brunswick Golden Isles Airport (13 years)
- Cecil Airport (34 years)
- Clinton-Sampson County Airport (6 years)
- Culpeper Regional Airport (25 years)
- DeFuniak Springs Municipal Airport (24 years)
- Everglades Airpark (9 years)
- Greenville-Spartanburg International Airport (12 years)
- Kinston Regional Jetport (16 years)
- LaBelle Municipal Airport (5 years)
- Leesburg International Airport (11 years)
- Marianna Municipal Airport (10 years)
- Martin County Airport (14 years)
- Montgomery County Airport (8 years)
- NCDOT Division of Aviation (12 years)
- North Carolina Global TransPark (17 years)
- Okeechobee County Airport (24 years)
- Smith Reynolds Airport (18 years)
- Washington County Airport (9 years)
- Wilmington International Airport (6 years)

MAP OF AVCON'S AIRPORT EXPERIENCE



100+

airports served throughout the Southeast

The variety of services provided by AVCON under continuing services contracts is further detailed in the below table, demonstrating AVCON's ability and past success in delivering all types of planning, design, and construction services for airports with similar needs to GEV.

Airport Clients	Years of Service	General Consulting Contract	Funding/Program Mgmt.	Master Planning / ALP	Airfield Pavements	Airfield Lighting & NAVIDS	Terminals / Hangars	Roadways & Parking	Construction Admin & RPR	Cost Estimating	FAA Coordination	Environmental Studies
Ashe County Airport, NC	20	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Asheville Regional Airport, NC	17	✈	✈		✈	✈	✈	✈	✈	✈	✈	✈
Avery County Airport, NC	10	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Clinton-Sampson County Airport, NC	6	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Culpeper Regional Airport, NC	25	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Greenville-Spartanburg International Airport, SC	12	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Kinston Regional Jetport, NC	16	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Montgomery County Airport, NC	8	✈	✈	✈	✈	✈		✈	✈	✈	✈	✈
NCDOT Division of Aviation	13	✈	✈		✈				✈	✈		
North Carolina Global TransPark, NC	17	✈	✈		✈	✈	✈		✈	✈	✈	✈
Smith Reynolds Airport, NC	18	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈	✈
Washington County Airport, NC	9	✈	✈		✈	✈			✈	✈	✈	✈
Wilmington International Airport, NC	6	✈	✈	✈				✈	✈	✈		✈

EXPERIENCE WORKING WITH FAA AND NCDOA REGULATIONS AND PROCEDURES

AVCON staff, and in particular James Moose, Marty Wynn, and Denise Merritt, maintain strong working relationships with the staff of the North Carolina Division of Aviation (NCDOA) and the FAA. They have experience and working knowledge with the staff at the FAA Memphis ADO. AVCON is currently engaging with both the NCDOA and FAA Memphis ADO on projects at Avery County Airport and Smith Reynolds Airport. AVCON is routinely dialoguing with the NCDOA staff members (including Nick Short, Jason Schronce, Rachel Bingham, Rajendra Kondapalli, and Tommy Mann) both on professional matters and personal interests and considers them not only colleagues, but friends. This method of open communication and coordination has been mutually beneficial to clients, and has helped promote the ideas and visions of airports into real projects. This communicative approach, be it telephone, emails, letters, and/or meetings while at conferences, has proven successful both before and during a project, the goal being no surprises at any level for anyone.

AVCON serves airport clients with exceptional attention, quality, and care. AVCON's ability to provide this level of service is based on its commitment to the airport and aviation industry, and its complete understanding of current FAA and NCDOA policies and design criteria. Having performed nearly every type of airport consulting service and airport project, AVCON and its partners are aware of the specific submittal and review processes necessary for agency approval, including FAA, DOT, and other federal and state regulatory agencies. This knowledge and experience enables AVCON to establish and achieve realistic (and as needed, aggressive) project schedules that meet the expectations of the client, NCDOA, and FAA, and ensures project compliance with applicable agency standards.

EXPERIENCE WITH GRANTS AND FUNDING

AVCON works with numerous clients to assist with the development of funding plans and preparation of grant applications for the NCDOA and/or FAA. AVCON is skilled in developing justifications for projects in order to receive state and federal funding. AVCON's experience includes the development of grant packages, reimbursement requests, quarterly statement reports, project budgets and breakout of NCDOT A-codes, grant modifications, and grant close outs. AVCON has a dedicated grant administration staff and the project managers maintain ongoing training related to grants and the different funding offered. AVCON accesses and uses EBS/Fiori on a daily basis while working with clients on their funding needs. AVCON works directly with the FAA, NCDOA and clients regarding FAA and state funding, including FAA AIP, FAA Discretionary, NCDOT Block Grants, Noise Funding, Property Acquisitions, DOT Grants, Economic Development Grants, REA grants for rural utility expansions, and others. A few examples of Airports with recent projects using FAA and state funding include Ashe County Airport, Avery County Airport, Montgomery County Airport, Plymouth Municipal Airport, North Carolina Global TransPark, and Smith Reynolds Airport.

 "AVCON provided excellent design, bidding, and construction oversight on our two new Forestry Hangars and Apron project.... AVCON consistently went above and beyond to make sure the project was completed as safely and efficiently as possible to result in the best possible product that could be provided with the available funds."

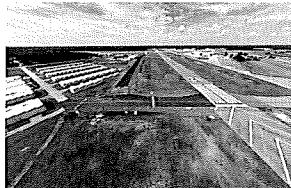
- JOSH RAYNOR, AIRPORT DIRECTOR, DUPLIN COUNTY AIRPORT

AWARD WINNING WORK

AVCON frequently receives industry recognition and exposure through its award-winning projects and knowledgeable staff. Some of the award-winning projects AVCON has led or contributed to include:



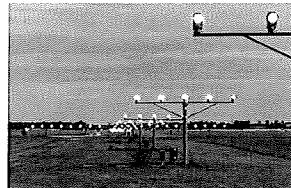
FDOT Commercial Service Project of the Year (2024)
Tallahassee International Airport
Runway 18-36 Rehabilitation



FDOT General Aviation Service Project of the Year (2024)
Kissimmee Gateway Airport
Taxiway E Extension



ACEC-FL Engineering Excellence Grand Conceptor Award (2024)
Orlando International Airport
Terminal C



IES Aviation Lighting Committee Military Award (2022)
Marine Corp Air Station
New River Airfield Lighting System Replacement



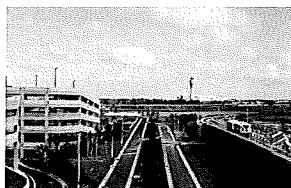
AAAE Southeast Chapter GA Project of the Year (2021)
Naples Airport
ARFF Station



ENR Southeast Best Projects Award of Merit (2019)
Orlando International Airport
Airside 4 Improvements Program



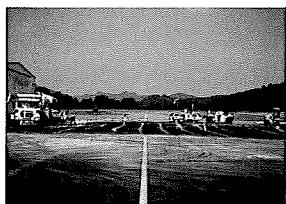
Asphalt Contractors Assoc. of FL Excellence in Pavement (2019)
Zephyrhills Municipal Airport
Taxiway B Reconstruction



ACEC-FL Engineering Excellence Grand Award (2019)
Orlando International Airport
South Airport APM & Garage C

RECENT SIMILAR PROJECTS

AVCON has a proven track record of delivering successful airport engineering and planning projects that align closely with the needs at GEV. The team's extensive experience includes designing and managing complex airfield improvements, terminal upgrades, and infrastructure expansions that enhance operational efficiency, safety, and passenger experience. By leveraging a deep understanding of regulations, cutting-edge technologies, and a commitment to innovation, AVCON consistently provide solutions that meet the unique demands of each airport project. The following section highlights some of AVCON's recent and relevant project experiences that demonstrate the team's ability to address similar projects and opportunities at GEV.



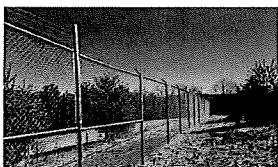
PARTIAL PARALLEL TAXIWAY AND APRON EXPANSION AT ASHE COUNTY AIRPORT

AVCON was responsible for the design of the western portion of the parallel taxiway and Phase 1 of the apron expansion as well as approximately four acres of obstruction removal. The overall scope of work included clearing and grubbing, demolition/relocation of existing pavement and marking, proposed asphalt paving, aggregate base course, grading, drainage and erosion control installation, LED taxiway lighting and signage, electrical duct bank installation, drainage improvements, wind cone relocation, and obstruction removal.



OBSTRUCTION REMOVAL AT ASHE COUNTY AIRPORT

AVCON is assisting the airport in identifying the Phase 2 limits of an Obstruction Removal project, consisting of clearing trees and vegetation from the north, east, and south sides of the airport property. The overall scope of work includes 17 acres of clearing, erosion and sediment control, seeding, mulching, and matting.



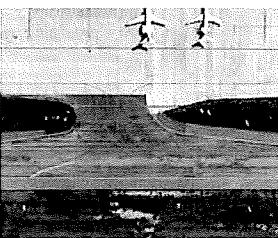
PERIMETER FENCING AT ASHE COUNTY AIRPORT

This \$190K project included the construction of over 630 ft of 8 ft tall chain-link fence with one automatic slide gate to access the north side property annex. Initially, the project included the layout and cost estimating for approximately 13,470 linear feet of new perimeter fencing and two (2) new gates around airport property. Ultimately, the project was revised to utilize available, expiring funding.



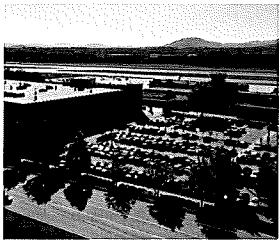
HDR FRCE COMPLEX DESIGN AT KINSTON REGIONAL JETPORT

The North Carolina Global TransPark is advancing the design and construction of a large-scale C-130 Maintenance, Repair, and Overhaul (MRO) Facility. This comprehensive project includes a main MRO Hangar, Paint Hangar, Flight Test Hangar with Ordnance Locker, DLA Warehouse, GSE Warehouse with Hazardous and Recycling Waste Storage Buildings, two fire water tanks, and a Fuel/Defuel Hangar with an associated Fuel Processing Building and storage tanks. Supporting infrastructure encompasses a connector taxiway, apron areas, access roads, and parking facilities. The scope of work covers full site development, including clearing and grubbing, grading, asphalt and concrete paving, pavement removal, base course installation, storm drainage, utilities, electrical systems, erosion and sediment control, fencing, pavement marking, and seeding and mulching. This CMAR (Construction Manager at Risk) project was initially budgeted at \$350 million and is now expected to approach \$400 million. AVCON partnered with HDR, serving as the lead for all site civil and utility design, with a total fee of approximately \$1.2 million.



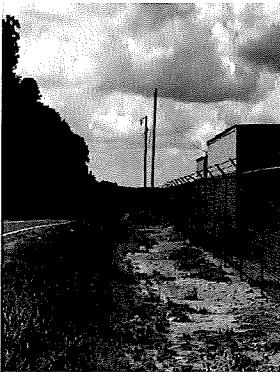
TAXIWAY A REHABILITATION AT ASHEVILLE REGIONAL AIRPORT

The Taxiway A Rehabilitation Project at Asheville Regional Airport (AVL) includes the rehabilitation of Taxiway A, rehabilitating or reconstruction eight connector taxiways, and drainage and landscaping improvements along Rental Car Drive and Taxiway A's southeast side. The project includes milling, crack sealing, and asphalt overlay of Taxiway A and connectors, plus rehabilitation of Taxiway G. Taxiway E will be converted to an access road with reduced width and removed lighting. The scope includes covers pavement removal, drainage, electrical work, landscaping, marking, erosion control, and re-vegetation.



AIRPORT PARKING PROGRAM AT ASHEVILLE REGIONAL AIRPORT

The Asheville Regional Airport (AVL) Parking Lot Program was developed to meet growing parking needs due to airport expansion. Through multiple projects and years, AVCON has designed four separate parking areas, including a new cell phone lot, TNC and taxi lot, and two long-term shuttle lots. The parking lots completed to-date have added more than 1,100 parking spaces throughout the airport at a cost of over \$10.5M. Additionally, AVCON created overflow and staging areas for the Terminal Expansion Program and is designing a new 250-space lot. The scope of this program includes reconfiguration and rehabilitation of existing parking areas, development of new commuter parking lots, a new cell phone lot, and temporary parking areas. AVCON assisted airport staff in its overall parking and facility planning, programming and schedule of work and costs, and capital investment decision-making processes.



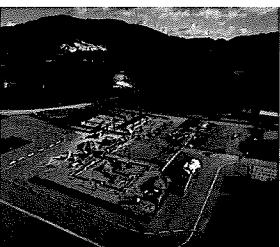
PERIMETER FENCING AT MONTGOMERY COUNTY AIRPORT

This project included the construction of over 8,500 ft of 8 ft tall chain-link fence with one 20-foot-long double-swing gate around the perimeter of the airport. The project was divided into Base Bid and Additive Alternative. The Base Bid project included the construction of approximately 5,500 ft of chain-link fence, starting from the south end of the site. The remainder of the fence was installed along the southeastern and northeastern property line and tied into the existing airport entrance gate. Also included in this bid of the project was the installation of one 20 ft manual double-swing gate on the existing gravel road, south end of the site and approximately 40 ft from the property line. Additionally, the Base Bid included the dismantling and removal of 500+ ft of a pre-existing six ft tall chain-link fence. The Additive Alternate included the installation of approximately 3,200 ft of chain-link fence along the south and western property line, at a midpoint of the Runway 3-21. The fence also included a concrete wildlife barrier/mow strip.



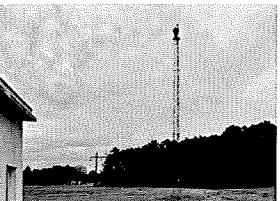
TAXIWAY A REHABILITATION AT SMITH REYNOLDS AIRPORT

AVCON worked in conjunction with the FAA, NCDOT DOA, and the airport to develop multiple options for the rehabilitation of Taxiway A. These included a Taxiway A study, a second parallel taxiway to Runway 15-33, and relocation of Taxiway A to meet FAA runway/taxiway separation requirements based on the approval of a Modification of Standards. Ultimately the preferred alternative consisted of the rehabilitation of Taxiway A in its current location and configuration while working with the FAA and control tower to establish standard operating procedures for the use of Taxiway A during operations of larger aircraft. The project also included the removal of Taxiway J, which was considered a "hot spot" due to its direct location to a runway/runway intersection.



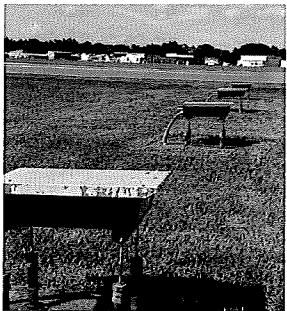
TERMINAL AND HANGAR DEVELOPMENT AT AVERY COUNTY AIRPORT

AVCON is assisting in the demolition of an existing large hangar and connected buildings and the construction of a new terminal building and new hangar at Avery County Airport in Spruce Pine, NC. All associated site work required to complete the demolition and construction, such as grading, drainage improvements, utilities, parking and lighting, is included. The proposed terminal building is a single-story structure that includes offices, conference space, restrooms, a pilot's lounge area, and a central lobby. The proposed 10,000 SF hangar building includes an open high-bay area for aircraft storage as well as additional office and storage space. The project is intended to be constructed as a single project, with considerations to airport use and access as it relates to construction phasing.



BEACON REPLACEMENT AT MONTGOMERY COUNTY AIRPORT

AVCON is responsible for the beacon replacement at Montgomery County Airport, which involved the removal of the existing rotating beacon with one that is LED and on a higher tower. The existing beacon tower has been reported by pilots as being difficult to identify, and therefore the new beacon tower will serve as an improvement to the airport's safety. The new beacon tower is 75' tall with rotating beacon and obstruction light. The beacon tower is being installed in close proximity to the existing tower's location on the northeast side of the hangar area.



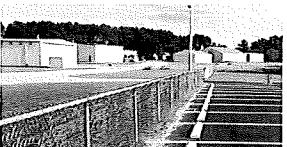
AIRFIELD LIGHTING REHABILITATION AT SMITH REYNOLDS AIRPORT

AVCON is leading the rehabilitation of the airfield electrical systems, including Runway 4-22 and 15-33, Taxiway A-F, H, and M-P. The rotating beacon will also be replaced with a new LED rotating beacon. The work includes the removal of all light fixtures, cable, conduit, and counterpoise. The proposed work includes installing new Taxiway edge light fixtures and signage for all Taxiways on the airfield. In addition, new runway edge lights, runway threshold lights, and signage shall be installed for Runways 15-33 and 4-22. The design includes the cable, conduit, duct bank, junction can plazas, and lightning protection to provide a reliable, resilient, and efficient airfield lighting system. Base can drainage is being coordinated with existing drainage structures on the airfield. Drainage pipe will be extended from base cans at low points along each taxiway/runway to existing structures.



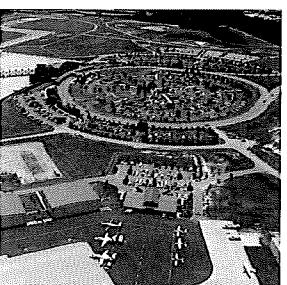
NPS AIRPORT PAVEMENT REHABILITATION FOR NCDOT DOA

In partnership with the NCDOT DOA and National Park Service (NPS), AVCON is assisting with overseeing design, bidding, and construction phase services on the Pavement Rehabilitation Program at three airports along the Outer Banks of NC—First Flight Airport (FFA), Billy Mitchell Airport (HSE), and Ocracoke Island Airport (W95). Design is being completed by a third party engineer. AVCON's role includes project management, design and permitting assistance, permitting, bidding, and construction administration services for each project. The first airport, Billy Mitchell Airport, is scheduled to start construction in Spring 2026.



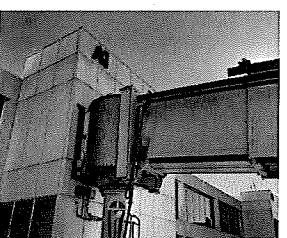
TERMINAL AREA PARKING LOT REHABILITATION AT CLINTON SAMPSON COUNTY AIRPORT

This project included the design and construction of the existing terminal parking lot pavement rehabilitation. The existing parking lot exhibited various levels of distress; oxidation/weathering, pavement separation, raveling, and cracking. The existing pavement section varies from 1.5 to 2 in. of state mix asphalt over a sand clay base.



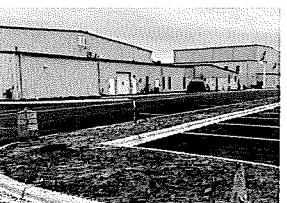
TRANSPORTATION MASTER PLAN AT WILMINGTON INTERNATIONAL AIRPORT

The New Hanover County Airport Authority engaged AVCON to develop a Landside Transportation Master Plan comprising three key tasks: an inventory and pavement evaluation of existing parking facilities, a demand analysis based on projected enplanement growth, and an alternatives analysis recommending strategies to address identified deficiencies. The plan highlighted the need for entrance road improvements, terminal curbside enhancements, and expanded public parking. Implementation began with a 522-space parking lot and associated roadway improvements, with future phases including entrance road realignment, additional parking lots, and a terminal-front parking garage. The project's overall budget exceeds \$165 million.



GATES A0 & B5 NEW PASSENGER BOARDING BRIDGES AT GREENVILLE-SPARTANBURG INTL. AIRPORT

This project involves designing new Passenger Boarding Bridges (PBBs) and supporting infrastructure at Gates A0 and B5 of Greenville-Spartanburg International Airport (GSP) to support growing operations and a planned terminal expansion. The PBBs include 400 Hz electrical, preconditioned air, and valet bag drop units for Regional Jets. The work includes modifying the terminal interior, updating gate signage, and adding wayfinding elements. AVCON's role includes developing PBB performance specifications, coordinating procurement with TK Elevator Airport Solutions, and designing the enabling infrastructure and terminal modifications required for installation.

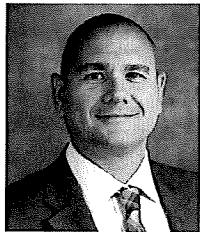


FBO PARKING LOT AT KINSTON REGIONAL JETPORT

The North Carolina Global Transpark (NCGTP) - Kinston Regional Jetport (ISO) is progressing with the design and construction of a parking lot for a newly constructed general aviation hangar facility and additional parking for Fly Exclusive, LLC. The parking lot will include an additional 249 spaces. The project will consist of minor site grading and unclassified excavation, site demolition, pavement construction, drainage installation, pavement marking, erosion and sediment control measures, and seeding/mulching.

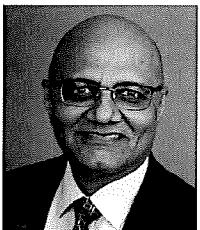
TEAM EXPERIENCE

AVCON's strong and trusted team offers specialized experience, an innovative mindset, and an award-winning skillset to provide maximum benefits to the County. Provided herein are summaries of the professional credentials and experience of the team's key personnel for each discipline. AVCON and its partnering firms also possess significant additional resources to support each discipline lead in the execution of work. All of these individuals are eager to support the continued growth of GEV as a modern and highly efficient operation.



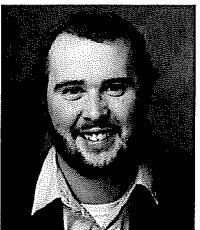
JAMES MOOSE, PE, PROJECT MANAGER **Professional Engineer | 24 Years of Experience**

Mr. Moose has more than 24 years of experience with airports in North Carolina and across the Southeast, including 13 years working with the NCDOT DOA. He possesses a wide range of expertise and experience in project management as well as planning, design, and construction phase services, for projects that involve grading, drainage, pavement design, stormwater, sediment and erosion control, roadway layout and design, utilities, lighting, and NAVAIDS. Due to his responsibilities of designing pavements for numerous airfield projects, including ramps, taxiways, runways, and overlays, he has developed expertise in state-of-the-art pavement design utilizing numerous innovative methods with different sub-grades for pavement structures. Mr. Moose is also very knowledgeable with the NCDOT DOA and FAA grants administration process and has great relationships with DOA and FAA staff. Acting in various capacities for clients and projects, Mr. Moose serves as an NCDOT DOA and FAA liaison, coordinating program and project requirements, funding needs, schedules, and overall coordination with the agencies. This role embraces working with the agencies on funding, including FAA AIP, FAA Discretionary, NCDOT Block Grants, STI Grants, Noise funding, Property Acquisitions, DOT Grants, and Economic Development Grants. Recent projects James worked on at Ashe County Airport include the Apron and Taxiway Extension, Perimeter Fencing, Obstruction Removal, Partial Parallel Taxiway and Apron Expansion and the Fuel Farm Expansion. Additional Projects include the Apron Expansion and Partial Parallel Taxiway at Avery County Airport, Runway 15-33 Rehabilitation at Smith Reynolds Airport, and the Airfield Redevelopment Program at Asheville Regional Airport.



SANDEEP SINGH, PE, PRINCIPAL-IN-CHARGE **Professional Engineer | 41 Years of Experience**

Mr. Singh is a Principal with AVCON and has 41 years of experience in nearly every aspect of airport design and planning for both air carrier and general aviation airports. He has a civil, structural and electrical engineering background and special expertise in airfield pavements, lighting and NAVAIDS. He is well-versed in airport development issues including planning and funding and has long-standing relationships with FAA staff. Under Mr. Singh's Leadership AVCON has won several design awards including three Grand Engineering Excellence Awards from the Florida Institute of Consulting Engineers (ACEC-FL), and the firm has promoted the best in asphalt and concrete pavement specifications and state-of-the-art LED airfield lighting systems. Mr. Singh will work alongside Mr. Moose to ensure this important contract receives the highest level of attention and the resources necessary for unqualified success.



TRAVIS BIRD, PE, PROJECT ENGINEER **Professional Engineer | 9 Years of Experience**

Mr. Bird has 9 years of experience as a Project Engineer for the aviation sector. He has gained knowledge of rigid body mechanics including analysis of stresses and strains; concrete and steel design including load applications and beam, column and slab design; analysis of fluid mechanics with hydraulic applications, fluid properties, hydrostatics and fluid kinematics; and analysis of soil mechanics including settlement, retaining wall analysis and bearing capacity. He also has knowledge of surveying equipment and application of surveying techniques to compute distances, angles and elevation changes. Recent projects at Travis worked on at Ashe County Airport include the Apron and Taxiway Rehabilitation, Perimeter Fencing, Obstruction Removal, Partial Parallel Taxiway and Apron Expansion and the Airport Layout Plan Update. While at AVCON, Mr. Bird has also completed projects at Asheville Regional Airport, Avery County Airport, Montgomery County Airport, and Greenville-Spartanburg International Airport, among a number of other GA and commercial service airports throughout the southeast.



CALEB WILLIAMS, EI, PROJECT ENGINEER

9 Years of Experience

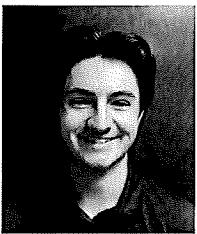
Mr. Williams has 9 years of experience in various aspects of civil engineering, including roadway design, stormwater design, grading, erosion and sediment control, cost estimating, permitting, MOT, pavement markings, and stormwater management/BMP. Additionally, he brings knowledge in preparing floodplain studies and floodplain alterations using HEC-RAS software and is also proficient in AutoCad, Carlson, Hydraulics, HydroCAD, Autoturn, and HY-8 Culvert design software. Recent projects at Caleb worked on at Ashe County Airport include the Apron and Taxilane Extension, Perimeter Fencing, Obstruction Removal, and the Partial Parallel Taxiway and Apron Expansion. Additional Projects include the FBO Apron Rehabilitation and Runway 24 Obstruction Removal at Clinton-Sampson County Airport; Forestry Service Hangar (Construction Phase Services) at Duplin County Airport; and the Parallel Taxiway Rehabilitation and Improvements, North Cargo Area Improvements, and North Side Airport Infrastructure Assessment at Kinston Regional Jetport.



ALISHA TODD, PROJECT ENGINEER

23 Years of Experience

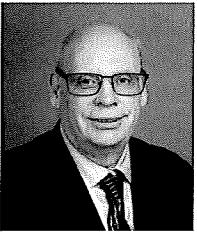
Ms. Todd has over 23 years of experience in designing and preparing site plans and specifications for all types of airport development projects. Her areas of expertise include grading, drainage, pavement, electrical layouts, pipe networks, stormwater management, erosion and sediment control, safety and phasing plans, and airfield geometrics (horizontal alignment and vertical profiles) for runways, taxiways, and aprons. Her computer skills include AutoCAD Civil 3D, AutoCAD, Eagle Point, Pondpack, FlowMaster, Corpscon, Newforma, AeroTurn, and AutoTurn. Recent projects Alisha worked on at Ashe County Airport include the Apron and Taxilane Extension, Perimeter Fencing, Partial Parallel Taxiway and Apron Expansion, Fuel Farm Expansion, and the Runway 10-28 and Apron Overlay and Strengthening. Additional experience includes the Airport Parking Program, Stormwater Improvements, and Taxiway A Rehabilitation at Asheville Regional Airport; Airfield Lighting Rehabilitation and Runway 3-21 Obstruction Removal at Washington County Airport; Parking Alternatives Study at Wilmington International Airport; Runway 6-24 Rehabilitation at Sampson County Airport.



ALEX PETROS, PROJECT ENGINEER

1 Year of Experience

Mr. Alex Petros is an aviation engineer with one year of professional experience and recently joined AVCON after graduating from the University of North Carolina with a B.S. in Civil Engineering. Since joining the firm, Alex has contributed to a wide range of airport projects throughout the region. His recent work at Ashe County Airport includes the Apron and Taxilane Rehabilitation, Obstruction Removal, and the Apron and Taxilane Extension projects. Additional experience includes the North Terminal Apron Rehabilitation and Taxiway A Rehabilitation at Asheville Regional Airport, and the Airfield Lighting Rehabilitation at Smith Reynolds Airport.



MARK GOODACRE, SENIOR ELECTRICAL DESIGNER

45 Years of Experience

Mr. Goodacre has more than 45 years of experience in planning, designing, construction, and maintaining electrical distribution and airfield lighting systems. He is an AAAE Airport Certified Employee (ACE) in the field of Airfield Lighting Maintenance, and he serves as an instructor for the Florida Airports Council's (FAC) Basic Airfield Electrical Safety Workshop. He has experience preparing design documentation for an airfield's lighting layout and circuitry for runways, taxiways, and parking aprons. Additionally, he has special expertise in 3D modeling. Recent projects Mark worked on at Ashe County Airport include the Partial Parallel Taxiway and Apron Expansion, and the Airfield Paving and Lighting of the Runway Extension. Additional projects include the Airfield Re-Development Program at Asheville Regional Airport; the Ramp E Expansion, LAV and GSE Fueling Facility at Charlotte-Douglas International Airport; and the Electric Vault Relocation and Airfield Lighting Improvements at Kinston Regional Jetport.



RYAN LENDA, CM, SENIOR AIRPORT PLANNER

22 Years of Experience

Mr. Lenda is an experienced aviation and business professional in the planning industry with over 22 years of experience. His responsibilities have included roles ranging from managing large and complex planning projects to providing on-call consultant services and working with stakeholders to ensure design elements comply with various aviation regulations. He has a solid understanding of planning principles and various FAA regulations and has completed dozens of planning assignments at airports throughout the US. Mr. Lenda's expertise includes Airport-wide Master Plans, Forecasting, Airport Layout Plans & Exhibit A Updates, AGIS Updates, Capital Improvement Plans, Modernization Program Support, Independent Fee Analyses, Land Use Planning, Redevelopment Studies, Siting Studies, Noise Exposure Mapping, Feasibility Studies, Business Case Analyses, and a variety of other analyses to assess Apron Options, Gate Expansions, Hangar Expansions, Aircraft Parking, and more.

Ryan recently worked on the Taxiway A Extension Study at Ashe County Airport. Additional airports he has worked for include Charlotte Douglas International Airport, Austin-Bergstrom International Airport, Baltimore/Washington International Airport, Charleston International Airport, Fort Lauderdale International Airport, Dulles International Airport, Miami International Airport, Philadelphia International Airport, and San Antonio International Airport, as well as NASA.

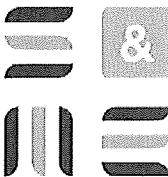


DENISE MERRITT, GRANT ADMINISTRATOR

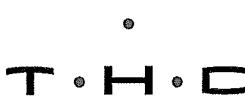
8 Years of Experience

Ms. Denise Merritt has 8 years of experience in the development and management of grants using different funding sources for all types of airport development projects. She is knowledgeable in the use of the EBS/Partner Connect system and remains in contact with the NCDOA APMs and Grant Staff on a regular basis. Ms. Merritt is experienced in Request for Aids (RFA), reimbursement requests, quarterly status reports, project budget and A-code breakdowns, and grant close out requirements. Currently, she manages multiple grants for most of AVCON's general aviation clients including working directly with County and Airport staff.

TEAMING PARTNERS



Founded in 1973, **S&ME** has grown to 1,100+ employee owners offering a collaborative approach from early site and terrain investigations through materials engineering during the construction phase. They are proud to provide practical solutions to our clients' infrastructure, development, and environmental challenges. **S&ME** has completed more than 250 aviation projects in the Southeast, ranging in size from multi-year airfield redevelopment projects to single visit asbestos assessments. Their team of experts works closely with owners, designers, and contractors to bring comprehensive and technically sound problem-solving to your aviation project. As a 100% employee-owned company, their professionals have a stake in every client. Often the first on the site and the last to leave, their driving purpose is to help you and our communities prosper. **AVCON and S&ME have worked together since 2005 on over 70 projects.**



THC, Inc. (THC) THC, Inc., headquartered in Duluth, Georgia, operates four project offices with 48 employees, including a long-standing Charlotte office that has supported work in North Carolina for 30 of its 31 years. Established in 1994, THC is a program management firm specializing in land acquisition and relocation services across NC, SC, GA, TN, and TX. The firm has provided services to more than 34 commercial and general aviation airports in North Carolina and has extensive experience acquiring parcels and easements for residential, commercial, agricultural, and vacant properties using fee simple, donation, and condemnation methods. **THC and AVCON have been working together since 2017 on projects at Ashe County Airport, Smith Reynolds Airport, and Montgomery County Airport.**

Surveyors - Should the use of a surveyor be deemed necessary for any projects under this continuing contract AVCON will engage with local surveyors utilized on previous AVCON projects.

Architects - Should the use of an architect be deemed necessary for any projects under this continuing contract AVCON will engage with the appropriate architect that specializes in the developed project. AVCON will partner with the County and Airport staff in selection of the Architect.

REFERENCES

Jared Merrill

Vice President of Planning

61 Terminal Drive, Ste 1 Fletcher, NC 28732
828.684.2226 x5113 | jmerrill@flyavl.com



Mark Davidson, AAE

Airport Director

3801 N Liberty St, Winston Salem, NC 27105
336.767.6361 | mark.davidson@smithreynolds.org



Gage King

Airport Director

2780 Jetport Road, Kinston, NC 28504
252.775.6173 | ghking@ncdot.gov



ERRORS AND OMISSION

Of the utmost importance when it comes to correcting errors and omissions (E&O) is that AVCON **always** takes responsibility for its actions and will **always** find a solution to remedy the issue at hand. This is evident by the firm's longstanding relationships with its airport clients. AVCON is trusted and respected in the industry, and the way the firm handles E&O is no exception.

AVCON's methodology for correcting errors or omissions (E&O) in plans during construction is a structured and responsive process aimed at minimizing disruptions to project timelines and ensuring quality outcomes. When errors or omissions are identified, AVCON immediately engages with the project stakeholders—owners, contractors, and subcontractors—to assess the situation and determine the best course of action.

The firm employs a collaborative approach to problem-solving, working closely with the construction team to identify the root cause and implement a solution that aligns with the original project objectives. AVCON uses real-time communication tools and frequent site visits to monitor progress and ensure that corrective actions are properly executed. Revisions to plans or specifications are promptly issued in the form of addenda, change orders, or revised construction drawings, all of which are reviewed and approved by both AVCON's engineering team and the project owner.

Throughout this process, AVCON places a strong emphasis on maintaining transparency, minimizing costs, and preventing delays, all while adhering to industry standards and safety regulations. AVCON's proactive management and attention to detail help maintain project continuity and quality, even in the face of unforeseen challenges.

WHY AVCON?

We understand that any successful project begins with having the right team, with technical, field, and management staff allocated correctly for cohesive and strategic execution.

► DEEP UNDERSTANDING OF GA AIRPORT OPERATIONS

AVCON has extensive experience working with GA airports and understands the unique challenges and opportunities they face. Whether it's accommodating local and transient traffic, supporting life-saving medical operations, or enhancing community engagement, AVCON has the expertise to develop solutions that align with GEV's operational needs and long-term vision.

► DEDICATED & RESPONSIVE TEAM

AVCON offers a skilled and committed team that will remain accessible and highly responsive to the airport's needs. Our professionals are hands-on problem solvers, bringing best practices and lessons learned from previous GA projects to deliver efficient, cost-effective, and forward-thinking solutions.

► PROVEN SUCCESS IN AIRPORT INFRASTRUCTURE & PLANNING

AVCON has a strong track record of delivering high-quality airside and landside improvements, from runway rehabilitations to terminal enhancements. Our experience ensures projects are completed on time and within budget, with a focus on safety, efficiency, and long-term sustainability.

► COMMITMENT TO LONG-TERM PARTNERSHIP & GROWTH

AVCON is not just a service provider but a strategic partner dedicated to GEV's continued success. We take a proactive approach to identifying funding opportunities, implementing cost-effective solutions, and ensuring the airport remains positioned for future development and expansion.

IN CLOSING,

AVCON has enjoyed serving Ashe County Airport **over the past 20 years** and feels that it has proven its dedication and ability to provide quick response times and creative solutions to address even the most challenging projects. AVCON has assembled a strong and trusted team of industry professionals who are available and committed to address your every need. The AVCON Team is available and ready to begin work immediately. This core team is backed by hundreds of management, technical, and support personnel to meet every need of the County under this Airport Planning and Engineering Services Contract.

AVCON offers immense knowledge of the aviation industry. The firm has stayed true to its earliest vision and has grown to over 130 dedicated professionals focused on airport planning, design, and construction. With experience working with nearly 100 airports to-date, the County gains access to a significant understanding of airport operations, cutting edge technologies, and aviation best practices implemented throughout the Southeast and across the US.

AVCON's priorities lie in executing safe, efficient, economical, operable, and constructible designs to improve airport infrastructure. The AVCON Team looks forward to the opportunity to further demonstrate its strength and depth of its resources and the benefits it will provide to Ashe County Airport as a trusted partner, advisor, and extension of staff. With that, AVCON asks that you select this team to provide Aviation Professional Services under this Airport Planning and Engineering Services Contract now and for many years to come.





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10/4/2024

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERs NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Hylant - Orlando 1025 Greenwood Boulevard Suite 285 Lake Mary FL 32746	CONTACT NAME: Veronica Roldan PHONE (A/C, No. Ext): 407-740-5550 FAX (A/C, No): 4078783246 E-MAIL ADDRESS: orlandocommercial@hylant.com			
		INSURER(S) AFFORDING COVERAGE		NAIC #
License#: 23894 AVCOINC-01		INSURER A : Admiral Insurance Company		24856
INSURED		INSURER B : Travelers Indemnity Co of Amer		25666
Avcon, Inc. 5555 East Michigan Street Suite 200 Orlando FL 32822		INSURER C :		
		INSURER D :		
		INSURER E :		
		INSURER F :		

COVERAGES		CERTIFICATE NUMBER: 1413437319		REVISION NUMBER:				
THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.								
INSR	TYPE OF INSURANCE	ADD'L/SUB'R	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS		
B	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/>	<input type="checkbox"/>	6807S607425	10/6/2024	10/6/2025	EACH OCCURRENCE	\$ 1,000,000	
	GEN'L AGGREGATE LIMIT APPLIES PER: POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC OTHER:					DAMAGE TO RENTED PREMISES (Ea occurrence)	\$ 1,000,000	
B	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input checked="" type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY	<input type="checkbox"/>	BA7S607609	10/6/2024	10/6/2025	MED EXP (Any one person)	\$ 50,000	
	PERSONAL & ADV INJURY					\$ 1,000,000		
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB	<input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE	CUP007S607855	10/6/2024	10/6/2025	GENERAL AGGREGATE	\$ 2,000,000	
	PRODUCTS - COMP/OP AGG					\$ 2,000,000		
B	<input type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY <input type="checkbox"/> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <small>(Mandatory in NH)</small> <small>If yes, describe under DESCRIPTION OF OPERATIONS below</small>	<input type="checkbox"/> Y/N <input type="checkbox"/>	<input type="checkbox"/> N/A	UB7S607763	10/6/2024	10/6/2025	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000
	BODILY INJURY (Per person)						\$	
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB	<input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE	CUP007S607855	10/6/2024	10/6/2025	BODILY INJURY (Per accident)	\$ 1,000,000	
	PROPERTY DAMAGE (Per accident)					\$		
A	Professional & Pollution Liab	<input type="checkbox"/>	EO000047468-07	10/6/2024	10/6/2025	EACH OCCURRENCE	\$ 10,000,000	
	AGGREGATE					\$ 10,000,000		
B	<input type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY <input type="checkbox"/> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <small>(Mandatory in NH)</small> <small>If yes, describe under DESCRIPTION OF OPERATIONS below</small>	<input type="checkbox"/> Y/N <input type="checkbox"/>	<input type="checkbox"/> N/A	UB7S607763	10/6/2024	10/6/2025	E.L. EACH ACCIDENT	\$ 1,000,000
	E.L. DISEASE - EA EMPLOYEE						\$ 1,000,000	
B	<input type="checkbox"/> WORKERS COMPENSATION AND EMPLOYERS' LIABILITY <input type="checkbox"/> ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <small>(Mandatory in NH)</small> <small>If yes, describe under DESCRIPTION OF OPERATIONS below</small>	<input type="checkbox"/> Y/N <input type="checkbox"/>	<input type="checkbox"/> N/A	UB7S607763	10/6/2024	10/6/2025	E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
	EACH CLAIM AGGREGATE						\$ 5,000,000	
DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)								
Umbrella Liability extends over General Liability, Automobile Liability, and Employers Liability.								



AVCON, INC.
ENGINEERS & PLANNERS
5555 E. Michigan Street, Ste. 200
Orlando, Florida 32822
407.599.1122 | avconinc.com

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT:

It is the policy of AVCON, INC. not to discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, age, marital status, genetic information, disability, or veteran status. It is also the policy of AVCON, INC. to take affirmative action to employ and to advance in employment all persons regardless of race, color, religion, sex, national origin, age, marital status, genetic information, disability, or veteran status, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to, recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay, or other forms of compensation and selection for training, including apprenticeship, at all levels of employment.

Employees and applicants of AVCON, INC. will not be subject to harassment on the basis of race, color, religion, sex, national origin, age, marital status, genetic information, disability, or veteran status. Additionally, retaliation including intimidation, threats, or coercion, because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, hearing, or has otherwise sought to obtain their legal rights under any Federal, State, or local EEO law is prohibited.

As President of AVCON, INC., I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Stacey Swords, PHR, SHRM-CP, Director of Human Resources, as the Equal Employment Opportunity (EEO) Manager for AVCON, INC. One of the EEO Manager's duties is to establish and maintain internal audit and reporting systems to allow for effective measurement of AVCON, INC.'s programs.

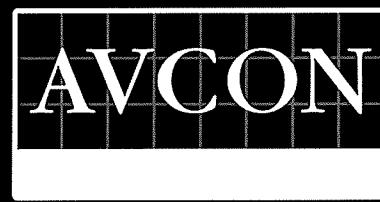
In furtherance of AVCON, INC.'s policy regarding Affirmative Action and Equal Employment Opportunity, AVCON, INC. has developed a written Affirmative Action Program that sets forth the policies, practices, and procedures that AVCON, INC. is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. This Affirmative Action Program is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours. Interested persons should contact Stacey Swords for assistance.

We request the support of all employees in accomplishing Equal Employment Opportunity.

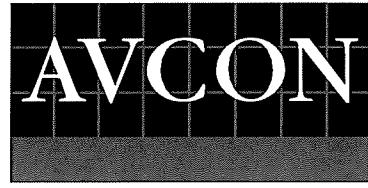
A handwritten signature in black ink that reads "Sandeep Singh".

Sandeep Singh, PE
President
January 9, 2025

TRANSFORMING TODAY'S IDEAS INTO TOMORROW'S REALITY



10115 Kincey Avenue, Suite 140
Huntersville, NC 28078
704.954.9008 | avconinc.com



SEALED STATEMENT OF QUALIFICATIONS

Consulting Services Proposal for Airport Improvements

DELIVER TO:

Ashe County Airport
Attn: Eric Payne, Airport Director
639 Airport Road
Jefferson, NC 28640

SUBMITTED BY:

AVCON, INC.
10115 Kincey Avenue, Suite 140
Huntersville, NC 28078
704.954.9008 | avconinc.com

ENCLOSURES:

Statement of Qualification:
Three (3) Written
One (1) Electronic Copy

DUE:

December 4, 2025 by 4:00pm EST

County of Ashe

150 Government Circle, Suite 2500

Jefferson, North Carolina 28640

County Manager

Adam Stumb

Phone: 886-846-5501

December 15, 2020

Sample Letter

Mr. James Moose, P.E.
Project Manager
AVCON Engineers and Planners, Inc.
13801 W. Reese Blvd, Suite 160
Huntersville, NC 28078

Re: Ashe County Airport
Aviation Consultant Selection and Award

Dear Mr. Moose:

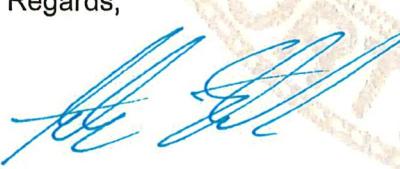
The County of Ashe advertised for Statements of Qualifications for aviation engineering, planning and consultant services and your submittal was received by the Ashe County Airport Manager.

The County of Ashe has selected AVCON Engineers and Planners, Inc. as Ashe County's aviation consulting firm and looks forward to continuing our successful relationship as we plan, develop and grow the Ashe County Airport into the best airport in the region.

Congratulations and we look forward to working with you over the next five years. At your earliest convenience please provide to me your master services agreement for our review and processing.

Thanks and if you have any questions please call my office.

Regards,


Adam Stumb, County Manager
County of Ashe