

**NELSON Announces Management Transition**  
**By: Charles W. Nelson**

Following several decades of successful, progressive careers at Waldemar S. Nelson & Co., Inc., three seasoned professionals will transition to retirement while continuing part-time activities with the company. These retirements, and the promotions of several individuals moving into new positions at NELSON were announced internally several months ago. As the January 1, 2009 transition date approaches, it is our pleasure to share this information with our clients and colleagues in the community, and to congratulate our retiring professionals on three

outstanding careers.

The three individuals are Rich Cabiro, Director and CFO; Jim Cospolich, Executive Vice President, and Jim Melancon, Manager of Engineering. Following in their able footsteps, Jim Lane will take on CFO duties for the company, remaining in Houston as General Manager of that office. Tom Ehrlicher will become Executive Vice President and turn over his Corporate Secretary position held for 18 years to Ken Nelson. Ken will remain as Director, and Tom will be added as Director, replacing Rich Cabiro's director-

ship. Bob Leaber will assume his new role as Manager of Engineering, while passing on his prior title of Manager of Electrical Engineering to Arthur Smith. Bob and David Stewart, the Manager of Engineering in Houston, will be joining the Executive Committee, which helps steer company operations. While these managers have been transitioning their work assignments over the past several months, this process will continue into 2009 with the part time service of Rich Cabiro, Jim Cospolich and Jim Melancon as required. Also, recognizing that project opportunities on the horizon may create a fit for their technical expertise, these retiring leaders have agreed that project-specific assignments are an open option for their continued involvement with NELSON.

The retirements and promotions have brought about changes to our organization chart, as shown in Figure 1. The reporting structure is similar to that adopted in the 1970's, and reflects the matrix organization which allows our firm to service large and small, single discipline or multi-discipline projects. A noticeable symmetry of operations in our Houston and New Orleans office is apparent when looking at the organization chart and was one purposeful goal of the revision to the structure of the company. We believe this allows for the continued growth of both offices, the servicing of

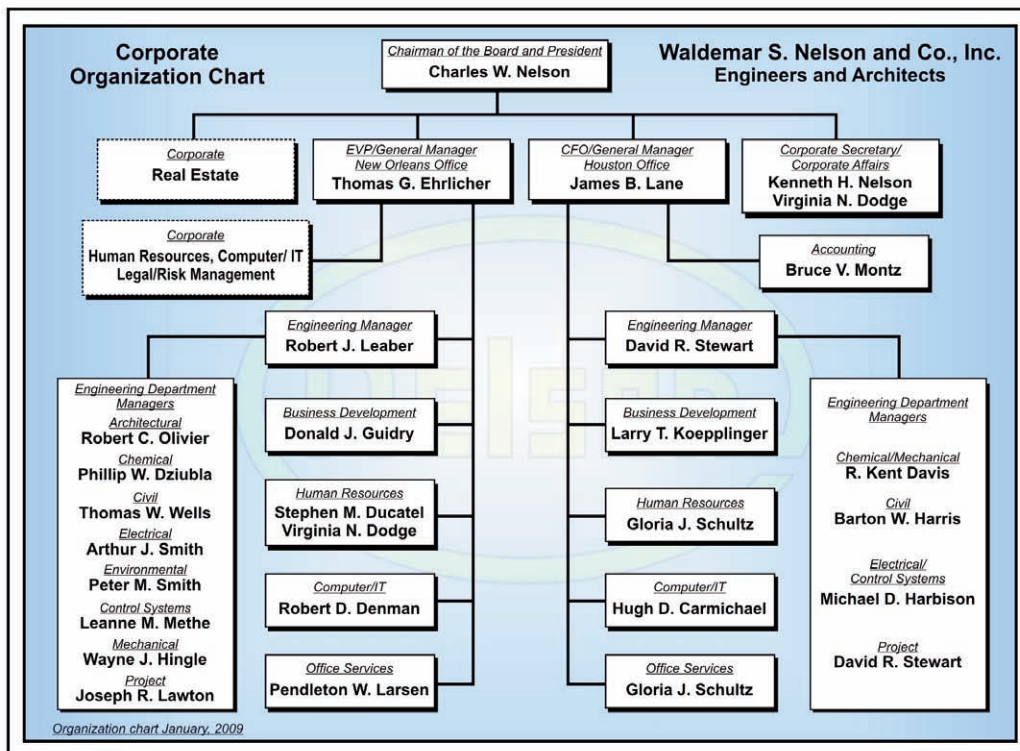


Figure 1



**THE CONSULTANT®**

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Waldemar S. Nelson, P.E.	(1916-2005)
Charles W. Nelson, P.E.	President and Chairman
Thomas G. Ehrlicher, P.E.	Secretary
Richard J. Cabiro, P.E.	Treasurer
James D. Cospolich, P.E.	Executive Vice President
Virginia N. Dodge	Assistant Secretary
Donald J. Guidry, P.E.	Sr. Vice President
Wayne J. Hingle, P.E.	Sr. Vice President
James B. Lane, P.E.	Sr. Vice President
Robert J. Leaber, Jr., P.E.	Sr. Vice President
James A. Melancon, P.E.	Sr. Vice President
Kenneth H. Nelson, P.E.	Sr. Vice President
Arthur J. Smith, III, P.E.	Sr. Vice President
Peter M. Smith, P.E.	Sr. Vice President
David R. Stewart, P.E.	Sr. Vice President
Thomas W. Walls, P.E.	Sr. Vice President
Michael D. Harrison, P.E.	Vice President
Barton W.Harris, P.E.	Vice President
Stephen O.Johns, P.E.	Vice President
Lyle J.Kuhlmann, P.E.	Vice President
Joseph R.Lawton, P.E., PMP	Vice President
A. Pierre Olivier, P.E.	Vice President
Stephen M. Pumilla, P.E.	Vice President
Clifton A. Snow, Jr.P.E.	Vice President
Louis W. Conner, P.E.	Assistant Vice President
R. Kent Davis, P.E.	Assistant Vice President
Anthony D. Hoffman, P.E.	Assistant Vice President
Leanne M. Mothe, P.E.	Assistant Vice President
Jack H. Neelis, II, P.E.	Assistant Vice President
Robert C. Olivier, A.I.A.	Assistant Vice President
Stephen E. Prados, P.E.	Assistant Vice President
R. Bradford Rogers, P.E.	Assistant Vice President
William E. Rushing Sr. P.E.	Assistant Vice President
Wayne D. Talley, P.E.	Assistant Vice President
Ronald J. Villere, PMP	Assistant Vice President



Back L-R, Retiree Jim Melancon, Jim Lane, incoming Chief Financial Officer / General Manager Houston Office, Tom Ehrlicher, incoming Executive Vice President / Director / General Manager New Orleans Office, Retiree Jim Cospolich. Front L-R, Retiree Rich Cabiro, Charles Nelson, President and Chairman and Ken Nelson, incoming Corporate Secretary / Director

offered him many opportunities, challenges and a variety of projects and responsibilities.

Jim Cospolich began work with our firm in the Electrical Engineering Department in September of 1967 after serving in the Coast Guard, completing his BS degree in Electrical Engineering at LSU Baton Rouge in 1967, and a six month stint in the geophysical department of Pan American Petroleum Company in New Orleans. Jim completed his Masters degree in Electrical Engineering at LSU in 1972, commuting to Baton Rouge while working full time and starting a family. Jim became Manager of Electrical Engineering in 1974 and was named an Assistant Vice President in 1975. He continued as Manager of Electrical Engineering until 1980, when he moved up to Senior Vice President-Operations and then Executive Vice President in 1991. Besides a heavy involvement in the Gulf of Mexico's offshore oil and gas industry, Jim's project experience has taken him far and wide while servicing clients' needs, including Chevron in the U. K., Shell in Japan, and Shell and Exxon in the North Sea. In addition to his project work, Jim's duties included reviewing and negotiating contracts, risk management, insurance, and steering the evolution of our information technology and computer department into the significant support group it is today. Jim is currently active on the National Electrical Code Committee, was a founding and current member of API RP14F and 14FZ Task Groups, and is a current mem-

ber of API RP500 and 505 Task Groups.

Jim Melancon joined NELSON in 1970 after working for Texaco for a brief period upon graduation from LSU in Mechanical Engineering. Four months after joining NELSON, Jim was drafted into the U. S. Army and served as a Mechanical Engineering Assistant at an Army proving ground until re-joining the company in 1972. Working as design engineer and then project engineer, Jim has focused his technical abilities on a steady string of specialized projects for the oil and gas exploration and production community. Thriving on the fast-paced, cutting-edge technology projects, Jim trained many as he advanced to Assistant Vice President in 1978, Vice President in 1981, Manager of Mechanical Engineering in 1989, and as Manager of Engineering and Senior Vice President, which he assumed in 1991. As a primary member of a steering committee set up with Shell, Jim coordinated with Tom Ehrlicher the staffing of ongoing work in support of Shell's Gulf of Mexico and world-wide deepwater projects in their New Orleans office at One Shell Square.

Tom Ehrlicher received his Bachelors Degree in Mechanical Engineering from LSU in 1969, graduating Cum Laude. After a brief stint with the U.S. Army Corps of Engineers, Tom earned a Masters Degree in December, 1971, and joined NELSON in September, 1972.

Tom was named an Assistant Vice President in 1978, and served as

a diverse technical and geographic group of clients, and enhances the ability of our design and engineering staff to collaborate and share work between the two offices.

Rich Cabiro began his career with NELSON in June of 1966 as a fresh Civil Engineering graduate of the University of Southwestern Louisiana. His first assignment was to work on the design of the Bayou Bienvenue floodgates in Eastern New Orleans. During the years following his entry to NELSON, Rich worked on many industrial and commercial projects including Freeport's Uncle Sam Chemical Plant in Convent, LA, Beau Chene Subdivision and Country Club, numerous Mississippi River docks and wharves and offshore and onshore production facilities. He subsequently was the project manager for various expansion projects at Shell's Norco Manufacturing Complex and guided a team of engineers and support staff at Shell as that plant grew and expanded. His leadership led to his promotion to Assistant Vice President in 1976, Vice President in 1980, Senior Vice President in 1983, Treasurer in 1986, and Director in 1991. Rich was instrumental in the establishment of and coordination with our Houston office, which opened in 1999.

Rich said that he has enjoyed his forty-two years at NELSON because of the firm's professionalism, integrity and loyalty to its employees. He said that his career



Manager of Mechanical Engineering from 1981 to 1989. Tom was promoted to Vice President in 1983, and Senior Vice President, Corporate Secretary and member of the Executive Committee in 1991.

For the past 13 years, in addition to his corporate duties, Tom has been the senior NELSON Engineer on site at Shell where he helped build and maintain the teams of Nelson staff that provide a high level of service for our client.

Jim Lane graduated from Tulane University in 1974 with a B.S. in Civil Engineering. He continued his studies at Tulane attaining an M.B.A. in May of 1976, and a Masters of Petroleum Engineering in 1981. Jim began working for NELSON as an Accountant in June of 1976, but crossed back into engineering where he provided structural design and project management for a wide range of industrial and oil and gas production facilities through the years.

Jim was promoted to Assistant Vice President in 1985, to Vice President in 1992 and Senior Vice President in 1997. He is a registered Professional Engineer in five states. In 2000, Jim took a bold step for the firm, moving his family to Texas as General Manager of the Houston office. The ongoing success story he helped create is a tribute to his professional dedication.

Ken Nelson graduated from Georgia Tech in 1977 with a B.S. in Civil Engineering and immediately began work with NELSON in January of 1978, having prior experience during summer breaks at NELSON and at Freeport Minerals.

He has designed structural steel for production skids, crew quarters and equipment supports for offshore work and mining and industrial facilities, reinforced concrete for navigation locks and industrial foundations, and repairs for damaged wharves. He has specialized in design relating to docks and waterfront facilities.

Ken was promoted to Assistant Vice President September of 1992, to Vice President November of 1996, Director in February of 2003 and Senior Vice President October of 2006.

In addition to design and project management, Ken has been involved in corporate duties for a number of years. His devotion and care to Waldemar all through the years have meant so much to the Nelson family, and his service and loyalty to the firm continue to speak for themselves.



Robert Leaber  
Senior Vice-President  
Incoming Manager of  
Engineering  
New Orleans Office and  
Executive Committee  
Member

Bob Leaber graduated from LSU in 1969 and started his electrical engineering career at New Orleans Public Service, Inc. After nine months at NOPSI, Bob began two years of service in the United States Army during the Vietnam Conflict. He was assigned to a special group of scientific and engineering personnel for Communications Command. His duties included preparing cost estimates and specifications and providing criteria for design of power systems, as well as on site surveys to recommend for the upgrade of power systems in Europe, the Mid East and Africa.

Bob joined NELSON in December of 1974 and was promoted to Assistant Vice President in 1979. In September of 1984, he was named Vice President and Manager of Electrical Engineering and then Senior Vice President March of 1991. In addition to managing the electrical department, Bob has participated in numerous projects for our clients worldwide. Bob is a registered professional Engineer in the State of Louisiana.



David Stewart  
Senior Vice-President  
Manager of Engineering  
and Project  
Management - Houston  
Office and Incoming  
Executive Committee  
Member

David, a December, 1979 Electrical Engineering graduate of UNO, joined NELSON on January 2, 1980.

He rose steadily through the ranks in his profession and was promoted to Assistant Vice President December of 1997. Dave transferred to our Houston office and was named Engineering Manager and Manager of Project Management for that office in March of 2000. He was promoted to Vice President in August of 2001 and

Senior Vice President October, 2006. His project assignments, though varied over time, have largely focused on oil and gas production facilities, both onshore and offshore, for such major clients as Shell and Exxon, among others.

Dave is an active member on IEEE and API committees, and is a registered Professional Engineer in three states and the Canadian Province of Alberta.



Arthur Smith  
Senior Vice-President  
Incoming Manager of  
Electrical Engineering

Arthur Smith began working part time at NELSON in 1975 while completing his degree at Tulane. Upon his graduation in 1978 in Electrical Engineering, he began full time in May, 1978.

Arthur became an Assistant Vice President in November of 1993, Vice President, May of 2000, and Senior Vice President, October of 2006.

Arthur's assignments have been primarily focused in the oil and gas industry both onshore and offshore. He has participated in and managed a number of unique and challenging projects including the Entergy 230 kV Transmission Line Underground Crossing of the Mississippi River and acting as a key electrical engineering consultant for ExxonMobil on the Qatar Gas II LNG project.

Arthur is active on IEEE and NEC committees, has presented numerous papers on varying subjects and is a registered Professional Engineer in Louisiana, Texas, Mississippi, Alabama, California and Alaska.

We congratulate our three retirees and also their replacement leaders who have agreed to take on new duties within our company. We look forward to an orderly transfer of those duties, and for the continued part-time involvement of Rich, Jim and Jim as they 'downshift' to a more relaxed schedule allowing time for family, travel, golf, fishing and maybe just plain relaxing.



# Nelson Employees Stay Active In the Community



Top l to r: Ken Schlag, Mona Lisa Della Volpe, Anthony Beard, Bridget Kelly & Peter Knudsen, Jill Prados & Dad Steve Prados, Rick Traska, Mona & Ben Louviere & Bill Landry. Bottom Row: Work weekend one group, Nelson House Captains, Bill Landry and Lonnie Robin, Charles Nelson with Nelson and Deutsch, Kerrigan and Stiles workers on weekend two, and Bridget Kelly.

## Bar-B-Que'n For Children's Hospital New Orleans

By: Ron Walker



Rene Delaune, Rick Lawson, Ron Walker and Lyle Kuhlmann

In November, the Washington – St. Tammany Electric Cooperative, Inc., hosted the first annual BBQ Cook-off and Food Festival at Fontainebleau State Park in Mandeville, LA called BBQ-Mania I, Barnyard Smackdown. This was a Kansas City Barbeque Society sanctioned event. To be considered for the Grand Champion award all participants are required to cook and present chicken, ribs, pork shoulder and brisket to the judges. All turn-ins were judged on appearance, taste and tenderness. The BBQ cook-off consisted of 18 Professional teams and 20 Patio team circuits with a total prize award of \$7,500 along with ribbons and trophies. All proceeds from the BBQ cook-off, food and music festival benefitted Children's Hospital in New Orleans.

Nelson employees and Pit Bosses, Ron Walker, Lyle Kuhlmann, Rene De-laune and Rick Lawson competed in the Professional division under the team name: "Motley QUE Crew". The team arrived at the park on early Friday morning to set up camp and begin to trim, prepare and season the meats. They prepared and cooked a total of 12 chicken thighs, 6 racks of St. Louis style ribs, 2 pork shoulders and 2 briskets before selecting the best 6 cuts to present to the judges. It was a very hectic schedule cooking all of the meats for 30 minute window turn-in times. All four meats were cooked to perfection, sliced and presented to the judges in a white clam shell styrofoam box on a bed of curly parsley.

When all the smoke cleared, Motley QUE Crew took 2nd place in chicken, 8th place in ribs, 3rd place in pork shoulder, 3rd place in brisket and Reserve Grand Champion, 2nd place overall.

## Spreading Christmas Cheer

Nelson employees stuffed stockings and participated in the Angel Tree program for the New Orleans and Houston area Salvation Army programs.

Left; Karen Martin presented the stuffed stockings on behalf of the New Orleans employees with the assistance of a Salvation Army representative.

Right; Slater Bass, Katie Davis, and Tim LaCroix carry the gifts purchased by the Houston employees out to the Salvation Army Truck.







Rich Cabiro, Kathy Ehrlicher and Jane Cabiro



Donald and Debbie Botts



Elizabeth Griffin, Laura and Jim Lane, Jason Brookshier and Imran Asad



Jason Frisch, Richie and Malane Melancon and Jennifer Frisch



Carol and Nathan Schmidt



Regina Archibald, Jason Brookshier and Richard Archibald



Theresa Wardrup, Jason Krammer, Lori and Erick Funes



Krystil and Joe Lawton



Charles and Dottie Nelson



Judy Bush and Kent Marshall



Jim and Sandra Melancon



Sheila and Bill Rushing, Bridget Kelly and Peter Knudsen



Judy and Lyle Kuhlmann



Danny and Karen Martin, Jim Cospolich and Holly Beaulieu



Eric DeLagarza, Jason Maxwell, Dawn Novosad and Linda DeLagarza

*Christmas*

*2008*



# Happy New Year to Our Employees, Clients and Families

On December 11, 2008, New Orleans awoke to the very unusual sight of snow blanketing our subtropical paradise. It all melted by the next day, but it was a beautiful prelude to the Christmas season.



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