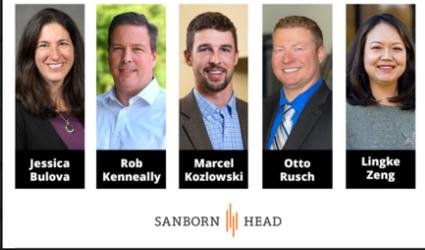


Sanborn Head Welcomes Five New Shareholders

DECEMBER 8, 2025

2025 NEW SHAREHOLDERS ANNOUNCED



Sanborn Head honors five new shareholders in the firm, reinforcing our commitment to employee ownership and shared success. “We are excited to celebrate the addition of these new shareholders to our organization,” said Barret Cole, President and CEO. “This milestone of employee ownership represents an opportunity for these individuals to invest in their careers and the future success of Sanborn Head.”

Jessica A. Bulova, PMP, is a Project Director in the firm’s Industrial client service area. She has extensive experience leading project teams, with particular expertise in championing the innovative CORE Discrete Fracture Network™ (DFN) approach to high-resolution site characterization and fractured bedrock contamination investigations.

Rob J. Kenneally, PE, CFM, is a Vice President in the firm’s Solid Waste client service area. He has over 30 years of experience as a civil/site design engineer, project manager and construction manager, with technical expertise in hydrologic/hydraulic analysis, stormwater management, solid waste and civil site development.

Marcel B. Kozlowski, PE, is a Project Director in the firm’s Solid Waste client service area, specializing in the planning, design, and delivery of complex infrastructure for municipal and private solid waste clients. He brings extensive experience in landfill liner and cover system construction, landfill gas collection and control systems, site and utility improvements, construction quality assurance, and day-to-day landfill operations support. Marcel has led multidisciplinary teams on major capital projects throughout the Rocky Mountain Region, and his practical, field-driven approach continues to strengthen the firm’s technical leadership and national solid waste practice.

Otto W. Rusch III, CIH, CSP, is Sanborn Head’s Director of Health & Safety. He is an industrial hygienist with skills in anticipation, recognition, evaluation and control of physical, chemical and biological health hazards, helping to maintain a healthy and safe work environment for our employees while they help our clients achieve their goals.

Lingke Zeng, LEED AP, is a Project Director in the firm’s Solid Waste client service area. She is a technical expert with 18 years of experience, both nationally and internationally, in complex ex-situ and in-situ treatment approaches for site remediation and wastewater treatment. As a leader in PFAS treatment technology developments, she has conducted PFAS feasibility evaluations and directed pilot studies for various landfills and industrial facilities.