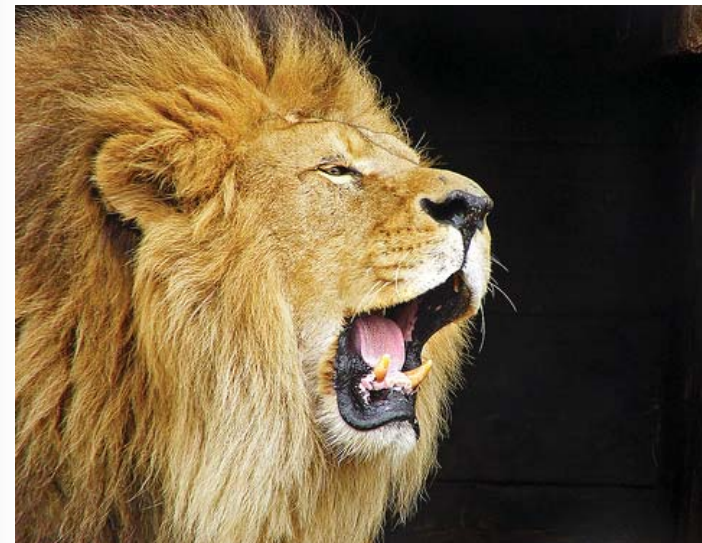


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People say to me, "You were a roaring success. How did you do it?"
I go back to what my parents taught me: Apply yourself. Get all the education you can, but then, by God, do something. Don't just stand there, make something happen.

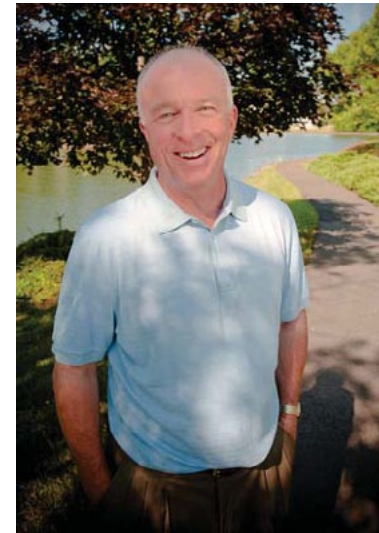
- Lee Iacocca

2010 Annual Report

Bowman
CONSULTING

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MESSAGE FROM THE PRESIDENT

“Roaring Forward” is the theme of our 2010 Annual Report, and that aptly depicts our approach throughout the year. Market conditions had deteriorated continually over the previous four years. However, in 2010 we finally saw significant signs of recovery in many of the markets that we served. We responded in characteristic fashion by returning to the path of aggressive growth that has marked our firm since its inception. Over the course of the year, we expanded the size of our staff by over twenty percent and our revenue increased by thirty percent. This growth vaulted us from the 409th to the 306th spot on the Engineering News Record list of the 500 largest design firms in the country. As a result, we are among the twenty fastest growing companies on that list.

As we anticipated, the Great Recession severely disrupted the competitive landscape across our industry which resulted in an unprecedented array of opportunities—many of which hold the potential to expedite our long term strategies of growth and diversification. We kept our ears to the ground and we seized upon those that we found to hold the most promise. We enhanced our human capital across the board—from entry level staff to our senior leadership. We were one of the few firms among our peers that continued to recruit and hire new graduates out of college—enabling us to pick from the cream of the crop. We were presented with many opportunities to bring on experienced and highly networked senior personnel from weakened competitors, and we selectively capitalized on a number of these. The deterioration of productive capacity across our industry presented many openings to expand our positions in existing markets as well as to penetrate into new markets. We were anything but timid when were presented with these opportunities.

Our geothermal energy unit turned the corner by redirecting focus from residential to large scale commercial and military projects. We won a number of high profile jobs in these markets, and we are confident that this is the foundation of an extremely robust, sustainable and scalable business model. Building upon our geothermal base, we broadened our energy focus to include wind energy, biomass conversion and unconventional shale gas markets. We are confident that this is the beginning of a journey that will rapidly lead us to a position of wide recognition as a significant force in traditional and renewable energy markets.

2010 marked the beginning of our evolution from a regional mid-Atlantic firm to a firm that serves a nationwide clientele. We explored and evaluated opportunities in Arizona, Colorado, California, and Pennsylvania which led to the opening of our Phoenix office in early 2011.

At the end of the year, we adopted our 2011 Business Plan calling for twenty five percent revenue growth. The execution of the plan will surpass our previous revenue peak by the end of 2011. Our leaders have collectively committed to the execution of this plan.

We are proud of the progress that we have made in expanding the markets that we serve and the services that we offer. We’ll never forget who got us where we are. You have my word that any change in level of service or quality of product that you see will be only for the better.

On a closing note, I want to express my personal gratitude to all of our employees and their families for hanging in there through some incredibly tough times. I realize that everyone has made tremendous sacrifices. Please know that I appreciate those sacrifices and don’t take them for granted.

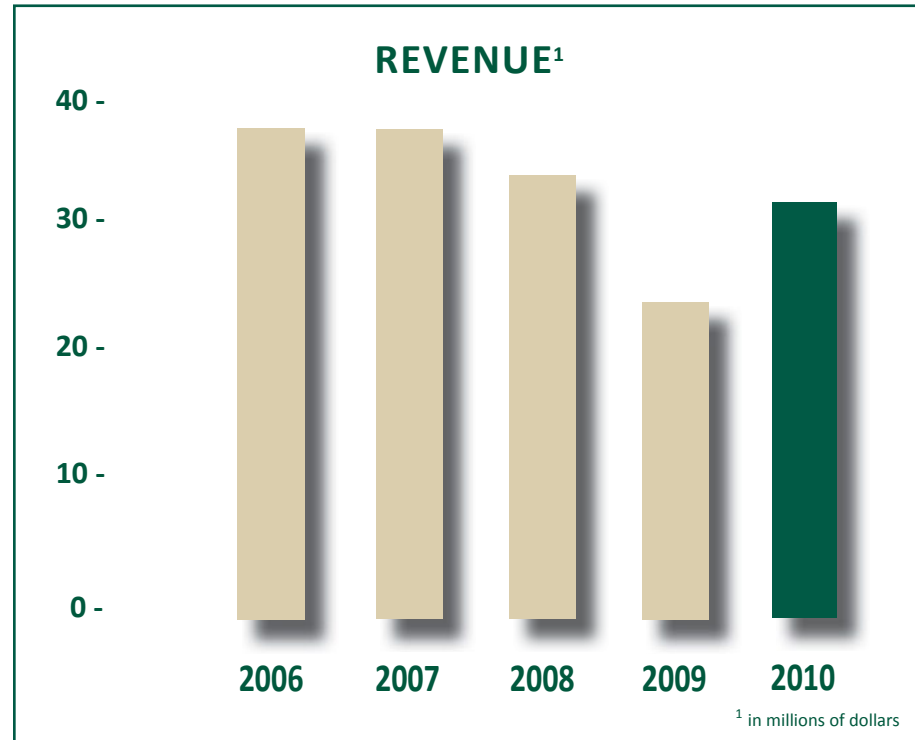
To a healthy and prosperous future,

A handwritten signature in black ink, appearing to read "Gary P. Bowman".

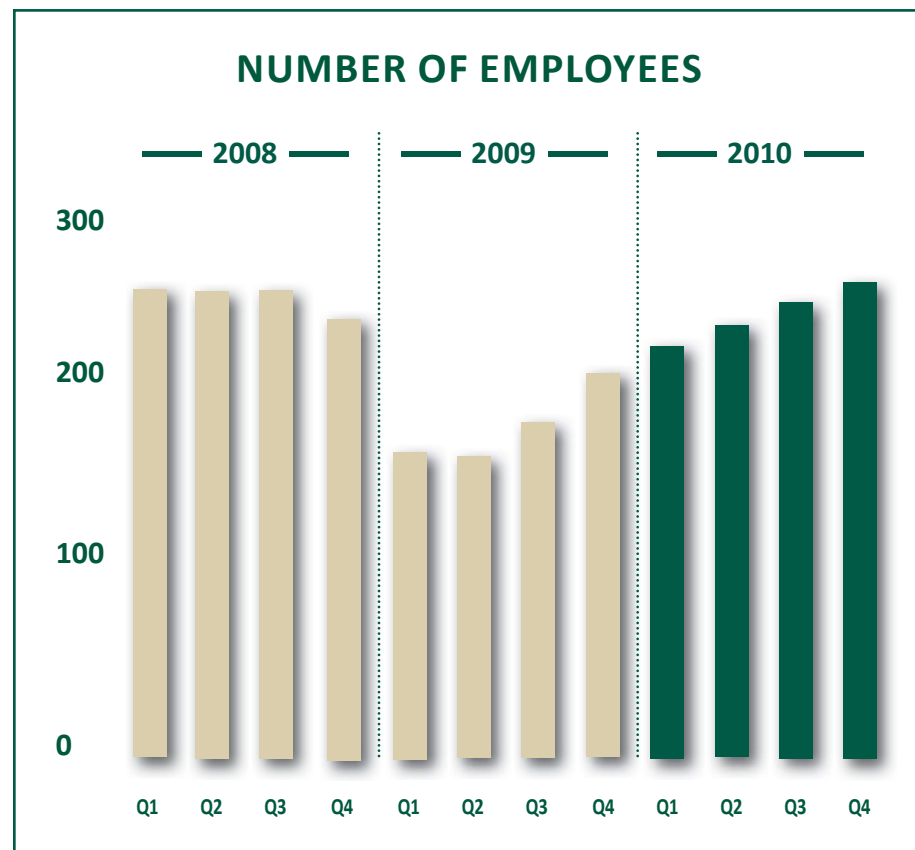
Gary P. Bowman
President and CEO

SOUND EFFECTS: THE FINANCIALS

2010 was clearly a year of recovery. Year-over-year revenue growth was 30%.

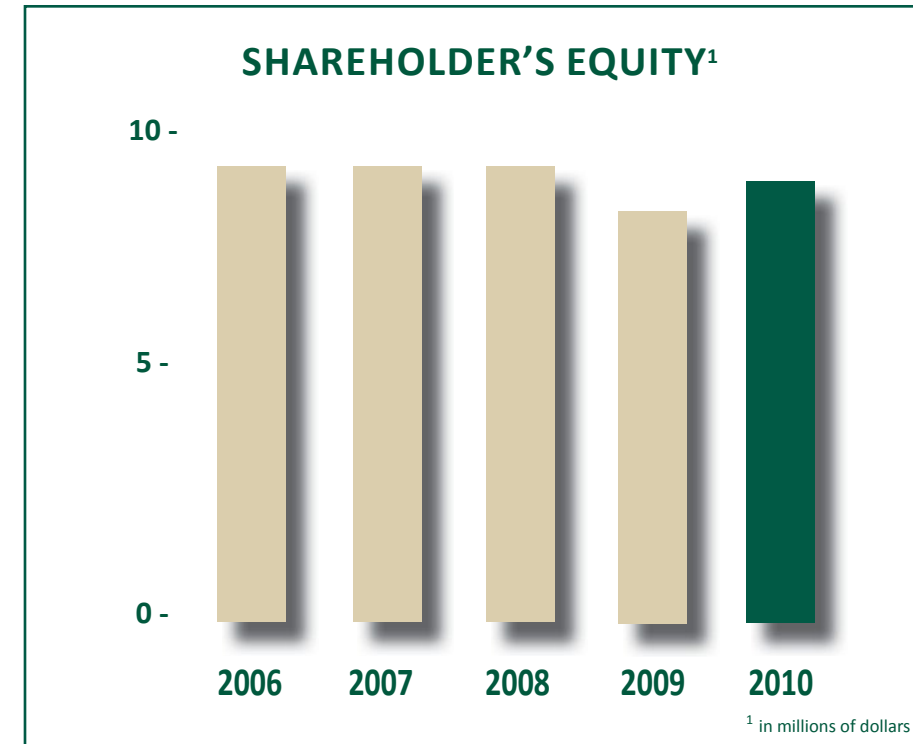


We continued on our path of aggressive hiring, growing our staff by more than 20% over the course of 2010.

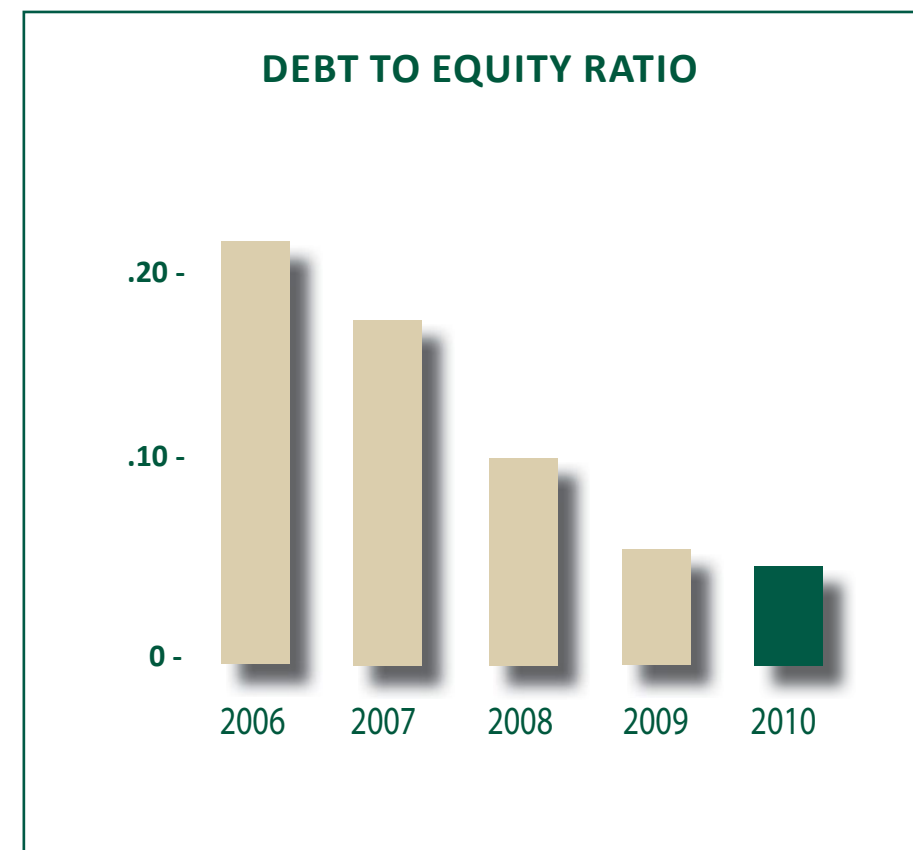


SOUND EFFECTS: THE FINANCIALS

We sustained a strong balance sheet through the duration of the recession.



We sharply reduced debt over the past four years. As a result, we are in a strong position to seize upon opportunities that we come across as a result of the recession.



REVIVAL OF OUR GROWTH CULTURE



We sustained focus on our long-term strategy and accomplished the following:

- Widened our regional footprint by opening offices in Williamsburg, Virginia and Frederick, Maryland.
- Embarked upon a national expansion initiative by evaluating various growth opportunities in Arizona, California, Colorado, and Pennsylvania.
- Augmented our service offerings by adding water and wastewater design, traffic planning and engineering, and dry utility engineering.
- Established an energy unit to identify and seize opportunities in both traditional and renewable energy markets, such as wind, solar, and unconventional gas.
- Hired more than 70 employees, increasing the size of our staff by over 20% — this while many of our competitors continued to downsize.
- Garnered a GSA Schedule Contract for geothermal design services.
- Developed a thorough and robust process to ensure a healthy culture match and alignment with our long-term strategy when we grow by merger and acquisition.

THE SOUND OF SUCCESS: PROJECTS



3D Laser Scanning Historic Landmark Hotel New York, New York

- Scanned data was collected to create a record of the original architecture, condition of the structure, and improvements made to it over time. The exterior walls of the building when scanned and analyzed, provided information about its structural integrity, movement of the facade, and potential, previously unrecognized, maintenance issues not easily detected from street level or with binoculars.
- At street level, we recorded the existing conditions of a restaurant facade, flagpole bracing, and the surrounding area for a restoration study, should there be a desire to remove these features and restore the building to its original state.
- A 3D CAD Model was provided for creating a Building Information Model (BIM) of this historically significant building.



Marbury Estates Loudoun County, Virginia

- Marbury Estates is a 385-acre residential development, along the east side of Bull Run, that consists of 235 single-family lots, a community center and a daycare site.
- Sensitive environmental features such as streams and wetlands were analyzed to minimize impacts, and mitigation was accommodated where necessary.
- Preliminary and final design was provided for onsite and offsite infrastructure to serve the development. In addition to onsite roads, utilities and stormwater features, the project also required over a mile of offsite waterline, 4,000 feet of sanitary force main and a pump station. Dry utility coordination was also provided to work in concert with existing gas and electric transmission lines bisecting the site.



Water Treatment Plant Upgrades Wintergreen Mountain Resort Community Nelson County, Virginia

In order to meet increasing water demands and provide required redundancy at the Wintergreen Mountain Resort Community, we:

- Assisted the Nelson County Service Authority with the expansion of its existing conventional water treatment plant with a new membrane treatment system having a capacity of one half million gallons per day; and refurbished sixteen of the existing pressure reducing vaults.
- Provided assistance with the funding agency; prepared a Preliminary Engineering Report amendment and a Pilot Study Report including coordination with the equipment manufacturer during testing; prepared final design documents and bid documents including coordination through the bid and contract award process; and construction administration services.





Wind Power Project Northeast North Carolina

- Working for the world's leading provider of wind power, we provided services for a commercial-scale wind farm.
- The project involved surveying 118 parcels encompassing approximately 25,000 acres with a perimeter boundary of over 69 miles.
- The proposed 330-megawatt wind farm will have 150 turbines, and is expected to generate enough electricity to power between 55,000 - 70,000 homes in the region.

Arundel Mills Casino Anne Arundel County, Maryland

- The project includes a 200,000 square foot casino with restaurants and a venue for live entertainment, a parking garage, and surface parking on approximately 12 acres of the Arundel Mills Development.
- We provided a full range of services for the project, including surveying, site development and infrastructure design, landscape design, and approvals/permit applications as required to construct the project.



Geothermal Resource Assessment Study Fort Bliss, Texas

- The U.S. Army is planning to build a new 1.5M square foot hospital on approximately 200 acres of the Fort Bliss Army base.
- We evaluated the potential of finding accessible geothermal water for direct heating applications at the proposed facility.
- The study included intensive research and analysis of subsurface geological conditions, hydrogeology, and geochemistry which resulted in the recommendation of a production-scale test well of approximately 6,000 vertical feet to collect further data that can be utilized to develop the overall geothermal development plan for the entire base.



SOUND BITES

• 2010 Project Awards

- » GreenGov Presidential Award from the White House Council on Environmental Quality given to the Fort Belvoir Residential Communities Project
- » "Project of the Year - Military" from *Multifamily Executive* magazine for Andrews Air Force Base Residential Communities Project
- » *Builder's Choice* Award for George Mason University Workforce Housing, Fairfax, VA
- » Silver Award for the Tuscarora High School - Loudoun County Public Schools from the Construction Owners Association of America Project Leadership Award program

OUR VALUES / OUR FIRM



Core Values

Integrity

We do what we say we will do. We are honest, open and frank with all of our stakeholders.

Respect

In our interactions with others, we both display and command respect.

Client Success

We exceed our clients' expectations with exceptional service. Through collaboration and partnership with our clients, we develop strong and lasting business relationships.

Employee Growth

We consistently provide opportunities for personal and professional growth. We encourage our employees to seek opportunities to grow professionally and to realize their full potential.

Wealth Enhancement

Wealth includes healthy spirit and a balanced life as well as material wealth. We enhance the wealth of all of our stakeholders – clients, employees, owners and our community.

Board of Directors

Gary P. Bowman
Michael G. Bruen
Robert G. Macomber
Charles E. Walls
Michael J. Birkland
M. Scott Delgado
Robert A. Hickey
Donald Dillon

Principals

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Gary P. Bowman
Michael G. Bruen
Martin E. Crahan
M. Scott Delgado
Robert A. Hickey
Patricia A. Hollar
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Robert G. Macomber
Justin G. Mahlmann
Robert M. Mochi
Michael P. Pointer
Charles E. Powell
Patrick D. Quante
Ronald M. Robison
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Mark S. Stires
Matthew J. Tauscher
Charles E. Walls
Roy E. Waugh

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