

Surroundings



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An A.D. Marble & Company Publication

A New Year's Thank You!

Anne D. Marble is the founder and president of A.D. Marble & Company.



Anne D. Marble
President

At the start of the New Year, it is a good time to evaluate where we stand as a company. In particular, it is a good time to look at the many positive changes within our firm, and to give thanks to those who had a hand in it. Despite a less than robust economy, we have been fortunate to manage our growth by remaining focused on what is most important to us: our clients and our employees. I'm pleased to say we have achieved 25% growth in 2003. We recognize this would not have been possible if not for the support from our existing clients and trust from our new clients. Both have continued to present us with new and exciting opportunities. For this and much more, I thank all of our clients.

It continues to be our commitment to deliver the highest quality product, and to maintain strong, positive, relationships with our clients. In doing so, our primary responsibility becomes one of developing innovative solutions to the challenges presented to us. To meet these challenges, we have added several services including landscape architecture and public involvement. These additional disciplines add to the broad spectrum of services we presently offer.

I'm also pleased to announce the opening of our Pittsburgh office. It is my sincere hope that this office will allow us to better serve the needs of our clients in the western Pennsylvania, West Virginia, and Ohio markets. We will continue to investigate the possibility of opening additional offices as new opportunities arise.

I must also give credit for this growth to our most precious resource - our employees. Our growth and our success would not be possible without their efforts. They make daily invaluable contributions to our goal of being a top rate environmental consulting firm. There is no limit to the resourcefulness of our people, who, when challenged, find creative, inventive, and efficient ways of resolving issues, as well as improving the outcome of the most routine tasks. I have never witnessed a higher level and a better example of teamwork. They act as one to reach a goal for all.

*Linking Environmental
Issues to Solutions in Transportation*

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Probably the biggest change within our firm, and the one I am most proud of, quietly took place in October 2003. A.D. Marble & Company instituted an Employee Stock Ownership Plan (ESOP) to enable all employees to share in the benefits of firm ownership. Through the ESOP, our employees now own 44 percent of the firm's stock. I cannot think of a better group with which to share what I started nearly 20 years ago. The firm will continue to operate as a woman-owned business, and our staff will continue to exceed client expectations as we have done since 1985.

In closing, I am reminded of a quote from Ralph Waldo Emerson that is especially fitting, "What lies behind us and what lies before us are tiny matters compared to what lies within us."

I am looking forward to another successful year. As always, please feel free to contact me at any time. Happy New Year to All!

Sincerely,



Anne Marble can be contacted at (484) 533-2530, or via e-mail, amarble@admarble.com.

A.D. Marble & Company is also pleased to announce the addition of 12 new staff members. For more information on these individuals, please visit our website at www.admarble.com.



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