

Introduction

My name is Gregory Gress, and I currently reside at [REDACTED] within [REDACTED] County. We are a single income family. We have always been committed to a more traditional family approach. My wife of nearly twenty-two years, the absolute centerpiece of our world, has been home with our three daughters from the onset of deciding to have children, after our wedding. Though she was the college educated one (Psych), my immediate potential for income seemed more likely and it never made sense to pay so much money to daycare. We wanted them...we take care of them... was our philosophy and my wife always wanted to be a mom. We remain so to date. But I make it feel like she has five children as she supports me, while I chase this ridiculous profession.

My youngest daughter is turning sixteen in a few days and is an aspiring journalist, hoping to return some credibility to the profession. She's fierce and artistic, practicing gymnastics, school plays, choir, drawing, molding clay, and Brazilian Jiu Jitsu. She's been nominated to represent young journalists across the country and will be attending [REDACTED] in Washington DC in a few weeks. She is one of only two students to be nominated in the entire state of Pennsylvania.

My middle daughter is 18 and has just graduated from high school with high honors. [REDACTED] is entering Penn State's prestigious [Surveying Engineering](#) program this fall. Though she's warned about the career and has witnessed my struggles through the years, she couldn't help following me around since the day she was born. She's a builder at heart, extremely determined, and a beast with her physical strength, endurance, and awareness.

My oldest daughter is turning twenty-one at the end of July. Of all of us, she's clearly the smartest. Of the nearly six hundred students in her graduating class, she placed fourth and received many awards for her efforts in high school. Her accolades earned her a huge scholarship entering the honors program for [PharmD/MBA Dual Degree](#). She just completed her first year of pharmacy school, completing all general education credits in just two years, along with one medical year, and remains on the Dean's list [REDACTED]

You may ask, why do I include these details?

I did not grow up like this. My address may indicate that I live in a quaint farming community, but I was born in Philadelphia. I spent most of my younger years on welfare with cockroaches in my bed. By age five I was already helping my mother patch holes with wire mesh from the rats that chewed holes through the basement concrete floor. My two parents had been married and divorced seven times collectively before I was 18. My Mom was really a single mom raising two boys starting at the age of eighteen, hoping a man would fix her problems. My father was also 18 when they got married. He was a high school dropout by the tenth grade, slightly less

abusive than my mother, and working for organized crime. Like most kids born in the 70's, my brother and I raised ourselves on the streets. I was selling pretzels on the corner with him when I was only 12 and he 14 for \$30 a day on the weekends. By high school, I was not someone anyone would want to be around due to so many factors growing up. I had signed up for the Navy though, agreeing to deploy when I was slated to graduate in 1996 at age 17. I had scored so high on the ASVAB that they wanted me in their nuclear/intelligence program. Because of my grades, I had my pick of any job, with nuclear/intelligence being only for a select few. I chose to enter as a [Seabee](#) and was guaranteed the job once I had my diploma. I messed it up though, trouble with the law as a juvenile and hiding my extracurricular activities, eventually caught up with me. I lost my contract with the Navy, my hugest regret to this day.

Construction was always in my blood. My father was a Union Carpenter and a Teamster. My mother found her way into computers by the mid 80's working for General Accident in Center City. I grew up playing in my father's family hardware store on Germantown Ave. near Diamond St., called [Kugel Brothers](#). I had a computer in my house before anyone did, and I was doing drywall and plumbing by age 10. I never lived anywhere longer than two years until I met my current wife at age 22.

By the time I turned 19, I realized I needed to get my life together. I was thrown out of my house at 17, slept anywhere I could, inside or out. I had nothing more than a 1970 Ford Econoline work van and trash bag with few positions of clothing. I left my toxic family and friends, and decided I wanted the American Dream... a family and home where my children and wife could be safe.

I returned to the Philadelphia area after my ordeal that destroyed any opportunity to be a [Seabee](#), something that fit me quite well with my unique upbringing. I started working in the [REDACTED] factory for Toll Brothers from five at night until three in the morning. I realized quickly this wouldn't bring me my dreams. I landed a job working for a small general contractor in Montgomery County by 19, after becoming a team leader at the factory. I did everything from digging the foundation to putting shingles on, and everything in between for high end clients.

By 1999. I had an apartment in [REDACTED] with two friends who split the rent. I was an "upstanding citizen", paying my bills and had managed to buy my first brand new car. I realized the 58-year-old man mentoring me, had no retirement plan, no benefits, and his body was failing him. Though the money was good, I knew this wasn't enough. Playing poker one weekend, a friend asked if I wanted to try land surveying. He knew I was looking for a way to get to college to be an engineer. The company he worked for offered tuition reimbursement. I didn't even know what a surveyor was, all I heard was "free college". I took the job and began attending [REDACTED] at night. This was the beginning of my surveying career [REDACTED]

Surveying offered me the most amazing profession. I loved...and still love the profession. The career has everything I'm made of. I've been in courtrooms defending/assisting clients and [constructed bridges](#) a thousand feet long, 120 feet in the air. I've worked on high rise buildings

and have surveyed in [REDACTED] where even my employer wasn't allowed to know where I was. I used the latest in technology in optics, GPS, drone technology, 3D scanners, and spending so much drafting plans in multiple CAD platforms. I've worked in hurricanes, quarries, did all the layout for ninety-mile-long powerline through swamps and tidal water. Yet I'd put on a suit the next day and sit alone with 30 engineering executives questioning my work at the corporate office of [REDACTED] I crushed it every time, anywhere, any conditions by the age of 25.

I was hooked. I knew this was the path to the dream and couldn't believe I was paid so much to have so much fun and pride for what I do. I noticed that the real path to success would mean I'd need to get licensed. It's what separated the real surveyors from those that would eventually top out in their career. It takes ten years to get a license as a surveyor. Not only do you need to be good at math and running cool equipment, but you also must be good at the law and history, often deciding the fate of many landowners/developers' successes or failures. Education isn't enough. You must work on enough projects and types of surveys to prove you can do it. Work is not enough either. Surveying requires the applicant to have other licensed surveyors attest to your knowledge, experience, and most importantly, your integrity and ethics. Surveying is the last honest profession. Mandatory reading for the exams had a quote that defines us sternly. "The surveyor is not an advocate, but merely the reporter of facts." We don't give you what you want. We see the world as true/false, black/white, and here/not here. We are friends to no one, because one party is getting what they want, and the other is not.

By 2010 I passed all my exams for Pennsylvania in one attempt and was officially a Professional Land Surveyor. This profession has a 75% failure rate for first time applicants. It's even higher for the second try. Fifteen years later, I have a [Minor Engineering Certificate](#) and am also licensed to survey in Delaware and Maryland. Unlike normal professional trades, i.e. architecture and engineering, surveying does not have true reciprocity. Similar to lawyers, surveyor must know the specific State they are applying for and prove it by exams with actual project experience....and of course, have other surveyors sign off on your experience/character in each state.

You may ask again, why am I including these details?

The answer...

I believe my request for your services should keep in mind my motivations. I hate money, I hate power, yet I can have both at times. Neither of these things have ever, nor will ever motivate me more than my four young ladies and this profession. Surveying gave me structure because everything is so black and white/right or wrong. It revolves around facts and a never-ending ruthless search for the truth, the law, and integrity, regardless of the obstacles or judgement of those that require our service. My childhood was full of deception and figuring things out on my own. This career allows me to block out deception and misdirection, while focusing on finding the true answer. Not curry favor to those that can advance my personal situation or their own.

Background on Automated Rail Monitoring

In 2019 a client asked if I could quote an additional service that he missed in his bid for a new [REDACTED] My initial contract was over \$300K for the surveying aspect, but this request was to provide 24/7 displacement monitoring of the active tracks during construction to ensure the rails didn't move. There were four tracks with 120 MPH speeds and any movement more than 3/8", would put the traveling public and adjacent neighbors at risk. The work area was a thousand feet long and required roughly five-hundred high accuracy measurements per round of measurements. They needed to be measured and reported twice a day, once before the shift begins and once after the shift ended. Most survey crews would be lucky to get five hundred of these located in one eight-hour shift and it needed to be done twice a day, without interfering with the trains or the shift times of the contractors. To achieve this, I would need multiple crews and equipment to be on the job for entire shifts. The quote for these conventional methods was around \$600K, in addition to the original contract. I felt so bad for the guy. I told him that I'm constantly reviewing new technology and thought I might be able figure something out if he could give me a few weeks to investigate a few things.

I took several components from multiple vendors and utilized an existing software platform that Trimble used called ["Automated Monitoring Total Station"](#). At this time, it had never been used for tracks, only dams that were mostly in South America and abroad. I contacted my [vendor Keystone Precision Instruments \(KPI\)](#) and asked for various components. KPI had never sold any of the items and needed Trimble to facilitate everything. Codes were not even in their system for the products I was requesting. They reached out to Trimble directly who had never heard of using it this way but was very interested in what I was doing. They wanted to be with for setup online (virtual) to walk through the platform and try to tweak their settings so it would do what I needed. From the very beginning, it was clear they were [fumbling around](#), but we eventually got the system up and running.

I literally [built](#) this in my basement with my daughter, because they had nothing to facilitate my needs. As time went on, they checked in with me regularly as we encountered various hurdles throughout the eighteen month + project duration. I was able to reduce the cost to [\\$230K](#) and have the system measure all 500 measurements, four times a day (for redundancy) in under an hour. The reports were delivered instantly. No more waiting for the data to go back to the Licensed Survey, who then had to manually prepare the calculations.

[Amtrak has a spec](#) that you must conform to, or they shut the job down. Amtrak, Septa, and DelDOT all agreed to let us try it. It operated better than the project specs and is now the preferred method for monitoring tracks. Trimble continued to ask for details, methods, procedures and had me testing software changes and products on the live project. It was an

overwhelming success which led to them passing me off directly to their software engineers in Germany.

First there was a [small write up](#) they wanted to do, but during the summer of 2022 [they approached me](#) and asked if I would be willing to [present my project](#) at Trimble Dimensions in Las Vegas in November 7-9, 2022. I was honored...truly. I felt like all my work in the [basement](#), and [out of the box](#) innovation, saved the client and had captured the attention of Trimble. They offered a reduced entry fee to the three-day conference that attracts eight to ten thousand people from the biggest firms and contractors, around the world.

The last day of the conference, they sent out a [media blitz](#) announcing the first ever add on to the software (T4D) specifically for automated rail monitoring would be released in December 2022. I had no idea, and they didn't mention my name or the project. They did mention a company in Europe and never made mention of America. The guys from Germany were at my presentation and were product testing my calculations needs and hardware in Europe.

In December, they released a [LinkedIn post thanking me](#) and the software designers from Germany for their hard work in developing the software. It exploded in Europe since they had much more rail than America.

Over the next few years, I switched employers twice. The initial company I was with when I developed it, had made the most profit ever. Then the owner basically [stole](#) the profits instead of giving it to my employees that helped me get the department off the ground. They said my average bonus would be at least \$8,000 a year, but I never received more than a few hundred dollars.

I took the show on the road, once I had an interview with the second company, Stantec. They interviewed me several times. The person I was primarily speaking to was an engineer, which I assumed was just a hiring manager for the region. I wanted two things as a condition of my employment: I wanted to ensure I could continue my monitoring development, and I wanted to speak to the surveyor I would be reporting to.

He set up a meeting with the [Survey Practice Leader](#) for North America to discuss what I had developed and my intent when I came on board. He was very knowledgeable and could not wait for me to bring this to Stantec's global market. They left me with the impression that this would be the person I'd report to.

This was an [opportunity](#) for me to finally feel like I had made it out of the hood and really feel like my life was meaningful...that my past didn't define me. I had the wife, three kids, four dogs and yes...a picket fence with a quaint little house on a farm. I started out rough but was now there as the Survey Manager for the Northeast Region of an international giant, 30,000 employees strong. I was standing on the top of a skyscraper in Stantec's office on the corner of 15th and Spring Garden, dressed all fancy, staring right at Billy Penn. William Penn was the

original owner of Pennsylvania, and every property in the state can be traced back to him directly. I was born on Holme Ave.. [Thomas Holme](#), (the gentleman the street was named after) was the first Survey General of Philadelphia. He was the individual that designed and laid out the City of Philadelphia. The signs were all there, I was actually born to do this, and on my way to Vegas. I literally took this thing from the bottom to the top, all because of a poker game and some gifts from God with construction skills.

Once I started the position, I found out they were never going to do anything large scale and they told me it would take two years to start the program... and the guy from the interview...yup, he was my boss. They had been operating without a surveyor in the region, and they were backed up for many months, they lied to get me in the door, and I had to make the best of it. I never spoke to the Survey Practice Leader after the interview during my time there for anything project related. In fact, I was instructed not to, as we moved forward.

I was awarded my second Amtrak monitoring project in November 2022 for monitoring valued at \$300K+ for the [Coatesville Amtrak Station](#). I had zero market competition at this time (July 2023) and was making equipment deals with Trimble and Keystone so I could install immediately upon my return. Word was getting out that I had a lot to offer and this new product would make that company the innovator. While there, I was approached by Trimble distributors from Ireland and Australia/New Zealand. They told me that there were Stantec offices in these locations and looking for this technology. The Stantec offices across the pond had no idea how to start or where to get anything, in fact they didn't even know we had the service.

I was naïve and most proud of the work I did and was happy to see it grow, and I knew that we had a stable position at work and home. I also got to go and tell my family...in jest... "I'm now a world-renowned scientist!". You can imagine just how little they [cared](#)... It's still a joke today.

There is some truth though, I was doing business with people in Ireland, Spain, Germany, Canada, New Zealand, Australia, Pakistan, and America. People from around the world were requesting to be connected with me on LinkedIn to see what I would do next.

However, I began to look for ways out of Stantec. I had only been there a year and couldn't possibly imagine how it would look with me leaving a job already. It was an easy decision for me though. They were breaking the law on many projects and only cared about money. I knew the monitoring thing would be fully in the market in another two years. I worked on leaving Stantec because they could not entertain what they promised, and they were asking me to put my licenses at risk.

They initially [told me and the client](#), they would ensure the project could leave with me. This was undeniably because no one knew how it worked but me. He tried to rehire me so I could teach me as a part-time employee a few days after he was trying to get me to leave. On the very last

day, they said they were keeping the monitoring project, in another attempt to screw me. They said they would not be honoring their word to me or the call they had with the client.

For nearly a month they tried to figure it out on their own, before realizing they couldn't service the project. The client was very angry with them. In their final move, they tried to bill \$40,000 to the job saying, that's what they needed for project closeout. The contract I wrote said that the effort would only be \$1,800. The client never paid the bill, citing it cost my client money, while waiting on them to release the data from their servers. The client sent Stantec a bill.

Stantec gave up and never pursued any further. They wanted my monitoring system, and they saw it worked. They saw all the publicity I gave and received when I went to Vegas for the convention. They just wanted me out of the deal and out of the way. I just wanted somewhere I could make this thing go.

I moved on from Stantec and took a position working for Howell Surveying in July of 2023, who had been watching my performance through LinkedIn for a few years. (This is the primary plaintiff along with his lawyer).

By moving the Coatesville monitoring project to Howell, I saved my client money. I rewrote the contract for less. \$50K less. I called it an "I'm sorry gift for getting you involved". During the month they had no service Stantec...and I had no job...I was with the client nearly every day, making sure my integrity remained. Amtrak, PennDOT, and Michael Baker will all confirm this. They never missed a day. I built it and I think Stantec forgot that.

The new job offered me complete freedom initially. The owner, Denny Howell, II, (DH2) said "I have no idea what we're going to do with you, but I want you on the team and I love this monitoring stuff. " Howell Surveying primarily works in residential and commercial engineering. My experience was very diverse with highways, bridges, military, international airports, and nearly every facet of the surveying profession and I had three licenses that covered his geographic area. During the interview, I made it clear that I didn't want to work for an engineer and I was happy to see he had a "survey only" firm. He claimed he had 40 staff members and lots of strong Professional Surveyors leading the team. I was assured of a dedicated marketing team, financial backing for any equipment needs, and strong IT support for the websites I created for each site and reporting delivery.

They had mentioned there was a problem with their surveyor in Maryland and were looking forward to me helping with that office, while developing the monitoring market. I brought in \$300K from the Coatesville project which has since grown to \$500K due to project complications with the design. The project was slated to last 18 months but is still going on today and is expected to last another year. I brought lots of other work to the company from my client base and made a strong marketing effort. In seven months, I signed roughly \$1.5 million of work and cleaned up six months of backlog for Terrain the months preceding. Nearly every project I gained was a client they never had and consisted of work their staff had never performed.

I worked to register them for federal and state work, set up their [marketing campaign](#), safety policies, and procedures. The results developed many new clients, neither of us had prior. Due to the company's lack of prior experience, I include my individual [project experience](#) with every bid to strengthen our opportunities, and it continued to create work and additional interest around the industry, in all three states.

Monitoring projects and marketing the system itself was a separate campaign, that I was always doing in the background furiously. The industry was showing hints of competition creeping in, and automating rail monitoring was starting to show up in project specs for bids in large cities. With every day that passed I was losing traction on having an advantage over the market. Labor Unions started new companies specifically selling Trimble Rail Monitoring.

The one major advantage I still had was [pricing](#). As others began to enter the market, they were strapped with purchasing new gear, the learning curve, and I was still using the same I started with, plus a few new additions. The project covered the equipment costs entirely and had high profit. The profit gained paid for upgrading the department with new gear too. Now that I knew what leases were being sold for by Keystone, rates were, I kept the same contract values, only the money was coming to Howell for the leases instead of Keystone. This took nine months for a check to be written, even though it already paid for itself.

I began a training campaign for many of the staff and had offered to come in at weekends if it helped their schedule. I pleaded for a consistent training calendar because Professional Land Surveyors (PLS) are responsible for their work, even if an unlicensed person makes huge errors. It was never permitted. The type of work was so new and high accuracy, that they were all terrified of making a mistake. After a few admitted this, they slowly slid away.

We had been having problems with the transfer of data from Stantec, since the initial swap in August of 2023. For almost two years it was very buggy, and Trimble accused the system failures being due to my setup, or the electric, or whatever excuse they could think of that day. To me it was obviously their new software because it never moved from its position at Stantec. After operating flawlessly for nearly a year, the only thing that changed was their firmware update that they said had so many things we discussed to improve the workflow.

Every time they had some potential cause and a potential repair, I would run out to the site (sometimes during [night](#) shift), get [track protection](#) from Amtrak, and never, ever let the job go without coverage for the workers, equipment, neighbors and trains. I was constantly moving things around, reprogramming things, swapping out hardware, etc. None of it worked...I just kept redesigning it to cover Amtrak's minimum. They called, I went, employed or not. I ate all the time, because it wasn't budgeted. I [tried to help](#) Trimble, but it began to be too much with little result. I was running out of patience and excuses. In January of 2024, they finally [admitted](#) it was the firmware. It worked for a short period of time but then started several new issues.

Three months earlier, as things were falling apart on site, [Trimble](#) wanted to form a partnership and show they were here for us. I felt they were just making us feel better and it felt a bit disingenuous. Even though I had unresolved issues, they [continued to ask](#) me for more input and marketing info.

I am begging for help with marketing material at this point. There were so many inquiries coming in from my contacts with major companies. Most were requesting a demonstration or a pamphlet. I asked [over](#) and [over](#), and eventually lost their business.

This led to a blow up in September of 2024. D2, AD, and I exchanged some hard hitters. It ended with me realizing all the issues I was sending to AD, were never being relayed to D2. When I pointed it out, D2 just kept his head down and looked at his phone. I had enough. I had no staff after all this time, while bringing the jobs in the door, leveraging my resume and my clients that trusted my reputation. There was only me to perform the field work and the office work. I made the proposals and got the contracts and managed them from proposal to invoice.

They were not keeping up. D2 was trying to buy real estate, buy companies, go boating with clients, club box seats for the flyers, driving Porche and Land Rovers and spraying his name over everything he could. They own ten companies, three of them survey companies (all working under my licenses) and have a Foundation. He dumped everything on AD, who knew very little about surveying. Every time I raised a concern, he'd tell some lie or remove me entirely like Terrain. I began to look like a real pain in the ass. The truth was, they never read or understood the issues. [They've never](#) had [this type of work](#) and they were dictating how it got done, without any experience. They were not ready for this moment, and it looked like they were running from it.

I put my head down and became a wrecking ball, going many days without sleeping at all for many weeks. I did this from November 2024 until the very moment I was fired on Friday May 2nd 2025. The work was pouring in, and all the contracts were starting up.

From where I live in Montgomery County, [I covered projects from Cecil County, PA to Northampton County, PA along the north, all the way south from Ocean City, MD](#). I did the layout, trouble shooting major design flaws, prepared many plans and even did fourteen miles of layout on [SR 581](#) in two 8 hour shifts, then went back on dayshift.

I was working [70 plus hours](#) billable at \$235 an hour and eating every mile on the road while they ran and saw me as a thorn in their side. I generated \$270K in revenue in three months. My clients were complaining constantly about getting things wrong from our admin and accounting people. In many cases, they are not getting anything at all. Howell had not invoiced any of my projects for four months. The Army Corps of Engineers don't like that and neither did the other project owners, like DNREC. I requested invoices multiple times, and received no responses or was told to do it myself because they didn't know understand the work. The truth was, they picked a [bad financial software](#) to replace QuickBooks. I warned them for months that they need

to be careful. I reiterated we're doing government work now; one misstep and they will audit you. It had taken a full year to understand how to invoice, and this new software sent them back to stone age. This only made them madder because the clients started reaching out to them directly and they were missing them too.

Unfortunately, about three weeks before my firing, they had a tragic death in their family. I truly felt for all of them, as he was the son of the one accounting person and was only 40 years old. To make it worse, most of the entire admin and IT group are his family. His son and daughter both works there, and nearly everyone else in his family. The company was reeling, and emotions were high for everyone.

In Fall of 2024, the software designers in Germany began pushing me hard to try their new app and no one else had seen it yet. No big deal...until he [asked me to sign an NDA](#). I pushed back not understanding why four years later. He acknowledged they didn't have an NDA for T4D Rail when we started. (Hmm... did he really write that with the original players on the email?...Yup). I signed it knowing he didn't need much for this effort and was sure to note the date of its efficacy.

On August 12, 2024, (before the NDA request), I reached out to D2 for a [lawyer recommendation](#) that was big enough to handle a potential global claim against Trimble.

On August 14, 2024, I met him at the Howell Corporate Office. He was there on some other business, and we prearranged to meet right after.

I brought him about 150 sheets of data showing Trimble gaining much, while never fulfilling their commitment and service to me. It was costing me real money and time. Now 13 months later, I still had the same problems. Trimble didn't seem to have time for me anymore, and passed me off to someone in New Zealand, who didn't know much on my setup and ended the service ticket because it was Friday...and he wanted to go on "holiday".

On October 7th Christian reached out and asked for another session to test his new platform. I had enough. Half the projects were trying to close for the winter, and the other half were trying to open new work now that summer was over. My schedule was crazy, and I lost my [temper](#). I never heard from him again. I put my head down and got back to work.

I didn't hear anything from Trimble, Keystone or my new lawyer. The last thing the lawyer said in that meeting was that I had a great case with an obvious claim. I warned him about snooping around because of their reach. He was boastful but said, not to worry. He would review the info I provided and get back with me. In the meantime, I needed to compile my evidence detailing the events over the last years.

In late November, Keystone had a sales meeting/learning session for all customers to show some of their equipment. I found out Keystone was helping my competitor all this time and using my intel to get them set up. D2 had taken two employees from Horizon engineering out

of spite, because his survey manager of 20 years (part owner) left him because of his business practices. The employees were horrible and dumped in my lap during this very busy time. Those employees said directly that Horizon set them up, and no one there had any clue how to run the equipment. I bid against the same job, and lost that portion of the project valued at \$150,000. I was pissed. This and my rant to Christian was all I had on my mind the day of the Keystone event.

In the days leading up to the event, these issues were still not being fixed. I said nothing the whole time. I attended the meeting and attempted to leave when Chuck, the owner chased me down in the parking lot. He said he heard I had some issues with everyone and wanted to how to fix it. I said a lot of nasty things, reciting how I knew that Trimble and Keystone had been taking advantage of me. He was scared, but it only seemed because he knew I had valid claims. We fought over email for a long time until everything went silent.

Sometime in late February, early March, I learned that D2 (possibly lawyer too) had arranged a private meeting with Keystone and Trimble to discuss how they would calm me down and address the information about Horizon. D2 made it clear he wanted to sue MW (at Horizon since February 2024) any way he could. They were now leveraging this against an old employee. They decided in that a meeting that we should all sit down and discuss it. My new "lawyer" never ask me to do this not did D2. I believe this is where my claim against the lawyer lies.

Please advise.

I was informed by D2 to be in the office on March 12 at 10:00. Trimble flew out top execs and all of Keystone's top execs were there. D2 was so happy to be commanding such an audience. He had that look of fame and fortune on his face because top execs from a billion dollar company, were coming to see him.

I destroyed everyone in the room. They were a bunch of high end people, but they had no idea about what I had been through over the last years. Every question I laid on them was an "I don't know" answer. The only person who really knew the truth was Rowland Chen, Trimble's #1 export on monitoring that was with me from day one.

Rowland was late and everyone was playing politics trying to smooth situation, but mt assault was unending fact after fact was laid, and they recoiled. They requested everyone take a break, until Rowland got there. They all admitted they had no answers for why this had gone on for nearly two years. They weren't interested in fixing this, they were interested in not getting sued.

When Rowland arrived, he confirmed every misstep along the way was Trimble and Keystone's fault. He was quite clear that I had put in more effort than anyone and apologized for failing me.

After everything settled down, and I was feeling more vindicated, and we developed a path forward. I was first directed to trouble shoot the issue through our dedicated server with Trimble

programmers. We did that. They said it would be an easy fix. After 2 hours, they agreed it wasn't my programming. ...as I told them it would for nearly two years.

From that meeting, they developed [a list of new things](#) to try in the field to fix it. That failed...as I told them it would for nearly two years.

Rowland and a tech from Keystone came from Trimble's Colorado headquarters again, only this time he was coming to the site. I had been running this since 2019, they have never taken this step before, though I asked for nearly two years. After four hours in the field and Rowland's direct oversight, he [admitted](#) that my site setup configuration, solar power, and cell service were perfect. He then spent the rest of the day at our office, our IT manager rooting through the issue. The following day...vindication.

My [client](#) was barely hanging on...one day before I was fired. But the issue was finally realized, Trimble's installation and programming was the issue the entire time.

On May 2nd, I sent the [email](#) that [eventually](#) led to me being [fired](#) about four hours later.

I've never been fired. But at 3:09 pm my computer and phone were turned off by IT. I was sitting in bulldozer, with all its wiring torn apart, try to help my client on Friday, knowing I was going to have to redo all of the Monitoring...again...now that a two-year issue was resolved.

Strangely, I was the happiest I'd ever been in that moment. How could they be so reckless? I was working 80-90 hours with drive-time, per week. How in the world did they think they could finish any of the work I'd won and was now at a breakneck speed? Firing me took all that pressure and fighting away after being on this journey since 2020. My only response "Received".

I was in Philly when I received the email to return my truck immediately. They offered no ride home or notice for me to arrange things. The office was an hour from my, and my wife was playing taxi that night, taking my daughter around town for her upcoming play at the High School.

I drove home, which took hours in rush hour traffic. Once there, I cleaned out my belongings and [told them](#) to come get their truck. This is the same lawyer who now knew all my intel on Trimble and decided to work with them instead of me, in hopes of enriching themselves. They even fired my surveying daughter like collateral damage. I had her put on the payroll because she had the skills, no one else there could manage. She worked during study halls and any day she didn't have school. She even skipped school a few times to help me in the field or office when I needed it. They discarded her with a simple letter...you're terminated, please return our computer...

Nearly a month went by. I was devastated and lost. How do I tell my family that all the hours we sacrificed was for nothing... 25 years for nothing. How do I look for a job with this being another job change? How was I even going to get new work? After putting myself out there, my

employer destroyed it in under four hours because they were grieving. I know there was no way my clients would take a risk again. They strongly support me, but business is business. They needed work done now. I was defeated by all of them...but strangely happy. I tried my best to fight for the work, the clients and my integrity. Though I failed, I saw this as an opportunity to reset my life and get recentered with my family.

Then I got a [shitty email](#) from D2 after not hearing a word from anyone since my "received" email. I was amused because I knew he was grasping at straws, and all those surveyors knew what I'd been doing and all the help I was providing them with. I assumed he was losing employees and forcing all the jobs on them to fix, as he had done so many times before. But they don't know the work...any of it. He was squirming and all he could come up with was \$500 that my supervisor, [REDACTED] knew I was doing to help get more work. I've done this for more than two decades. I NEVER take side work unless it was for a decision maker that could improve our position. I charge them as a deterrent to realize, it's a favor...not a revolving door and it undermines the profession.

I still was happy. He had nothing and I got to poke the bear a little. I'm widely known throughout the region as being a staunch supporter of ethics, honesty and integrity. He threatened to sue me though, so reached out to [REDACTED] through [LinkedIn](#) and warned him he might get caught up in this. [REDACTED] forwarded every email to me and filled me in on the phone about where this is going.

When he and his lawyer (I thought was my lawyer too) realized they had nothing, they began publicly attacking me and my clients that I brought to his company. He [threatens](#) [REDACTED] and [REDACTED], citing how "far his reach" is.

There is an individual copied on the chain named [REDACTED]. He is high ranking and has been a friend since he hired [REDACTED] the guy D2 is threatening, is [REDACTED] protégé. What Denny does not know is that [REDACTED] is on vacation. For many years, he has taken vacations at places where there is no cell service...this business is rough and there is no escape like that.

[REDACTED] has helped me personally with marital issues, faith, and just good life advice for many years. He's the closest thing I've had to a father figure, and he is truly a good person. The very first surveying field job [REDACTED] did, then 13, was [REDACTED] personal residence...and yes it was "on the side". I [gave her](#) the money, as I do for every job so she can feel accomplished and see the potential for herself.

[REDACTED] won't like that I was unprofessional with my choice of words toward D2. I'll get a lecture about that, and I'll humbly, rightfully take it. [REDACTED] will not tolerate you attacking their people though. [REDACTED] will not like how they handled [REDACTED] and my daughter. He knows I'm a big boy...

Whistleblower - potential

TERRAIN

Things were a little strange before I started at the Howell Surveying. I signed the agreement and was to start on July 10, 2023. I took a few weeks off between jobs to clear my head. During this time, I received a call from the manager of the survey group, [REDACTED]. He told me a few specifics about their issues and indicated they would likely terminate the employee shortly after my arrival. He was timid asking, since I hadn't even had my first day, but I assured him that I would be happy to help in any way they needed. I requested that they not terminate him prior to my arrival because I felt he would still have a wealth of knowledge on existing projects. [REDACTED] agreed and said that made a lot of sense.

I started July 10 without issue and learned that they had let the surveyor go already. They were trying to give me a few weeks to get settled in at the West Chester Office, but by week three I was in Annapolis Maryland cleaning nearly six months of backlog that the previous surveyor was getting done. They claimed he was afraid of everything and would put his seal on any of the work. I never had the opportunity to speak with him to this day. It wasn't long before I could tell they were not following the law for survey regulations in Maryland. Furthermore, I discovered the Annapolis office was an acquisition called Terrain, that was less than a year old and no one from the corporate office in West Chester really knew what the employees were doing daily.

Having spent a few weeks with the group in PA, I had the opportunity to get a feel for the culture. Once in MD, it was clear they had not been integrated. Employees would come in very late, leave very early, have two-hour lunches frequently, and clients were clearly very agitated with project delivery performance and timely submissions due to the six-month backlog.

I began to meet regularly every week with MD office staff and the survey crew (field) assigned to the office. There were many procedures not followed, and it became clear that the survey crew was really only there to do whatever the previous owner, Roy Little (RL), wanted. He had remained onboard to help with the transition and was expected to leave by the end of the year.

Every plan I looked at wasn't signed/sealed by a surveyor. I noticed a lot of the work was generated from free web data (GIS), and in many cases were never surveyed at all...just pretty pictures. As the projects got their permits, the survey crew was then staking out the work. It created delays and project overruns, because the design didn't match actual conditions.

I brought this to the attention of DH2 and his second in command, Andrew DeFonzo (AD) to voice my concern he was at risk. I was new to the company and was in an awkward position. I was looking for some guidance. DH2 sent an email to Terrain staff stating clearly that I was in charge. All the staff's attitudes completely changed. They began misdirecting work, holding information, and lying about project status. From September 2023 to February 2024, I pleaded

with staff, DH2 and AD to review the work and see that it was all fake. Once construction began and things didn't line up, they claimed the surveyors did they stake out wrong on almost every project. I sent the data to the other surveyors in West Chester, who all agreed that something was seriously wrong and outright illegal.

I felt crazy. All the survey team agreed, the data was presented to the owner and yet.... Nothing was happening. They didn't have time to deal with any of it because they were rapidly by other companies, each with their own problems.

I eventually called the head of Engineering for the County that approves the plans at the government level for permitting. I specifically asked about what should be occurring and they confirmed everything I suspected. When RL found out he lost his temper many times, eventually leading to AD coming to the MD office to discuss. RL never sat down, he struck me on shoulder several times, stating "the problem is, you don't want to do you fucking job" and many other things of the like. He was implying that I should just sign whatever he says. He never let anyone else talk, and AD just sat there at the table stunned. He never stopped him or made him explain his actions. He stated "we've always charged the clients the same fee. It's not fair for them to have pay full survey when it's never been a problem before." I simply got up from the table and said this was not a conversation and I'm not going to be yelled at and shoved. I drove home, called DH2 and said I was done there. He said it was no big deal and said to focus on expanding the market with my efforts from the corporate office.

They [continue](#) (even today) to conduct surveys without any oversight, though I am [now registered](#) as the person [directly responsible for the work](#) with the Maryland Surveying Board. I'm not even allowed to contact the crew without going through AD. I found out a few months ago that the company never registered with the board. I had asked for many months if they were. Everything they did from October of 2022 to today regarding surveying, is 100% illegal and carry a \$500 per offense (each document or function performed). I told them this from the day I started and never stopped bringing it up.

I'm intending to meet with Maryland Survey Board during the week my daughter will be Washington DC to notify them...please advise.

SAFETY

The work I've acquired and our profession as whole, requires OSHA training along with PennDOT traffic control (flagger) training. Additionally, standards must be posted in the office and safety reports must be prepared for every job. I requested them to get the staff trained for months. Many of the contracts note these specifics and the requirement to follow them upon signing contracts.

Many times, I was put in the position on sites to lie or stall while they decided on the course of action. When clients began demanding proof, I made a final push to get the training that included OSHA 30, OSHA 10, Hazwoper, First Aid, and CPR/AED.

I convinced them to allow at least let the three likely employees to be on these sites, to get some of the training. As for the rest, the final decision from AD was that they've been doing business for 25 years and never needed them and they know what they were doing.

INVOICES AND EEO COMPLIANCE

Specific forms and invoicing procedures are required to maintain the project and adhere to the contracts for federal and state funded projects. Nearly 20 months later, they were still not providing them. Clients continued to request them and them ignored them or simply didn't want to do it.

The [REDACTED] had design issues that were discovered early in the project. It created additional work for all subs. Additionally; there were soil issues that required special testing and monitoring as well as drilling and compaction grouting. For many months the client requested a bill and said he could not bill for his own work until they had all invoices. This is/has held the client being paid by PennDOT.

WESTWOOD RIDGE – RESIDENTIAL SUBDIVISION

Westwood Ridge is a subdivision in Chester County that was designed by Howell Engineering. [REDACTED] is one of the largest Heavy Civil contractors in the Mid-Atlantic and a longtime client of mine that was contracted the dirt work. They gave me the work, which was the first time they ever gave Howell Surveying a stakeout contract after years of trying.

At the project's onset, I noticed some grading concerns and brought them to the attention of the project team including Howell. After [many months](#) of [back and forth](#) I was silenced and told that I don't know what I'm talking about. Halfway through the project's construction problems started to arise. It resulted in \$300K in additional charges and project delays that Howell will be responsible for paying, due to design errors.

Conclusion

I've been paid \$175K by Howell over the last 12 months alone. I am losing the ability to earn that income. My integrity is now in jeopardy because, at a minimum, there is the potential for disruption and being sued if they hire me.

Getting clients back and producing revenue for a new employer will be nearly impossible. I used every skill and connection in my arsenal to help him grow. You can't do that twice. It's obvious he's talking to everyone in the industry about this. My LinkedIn hits show the increase from his contacts...as well as himself...nearly every day. It's as if everyone is waiting to hear how this plays out at my expense and the ruination of a 25-year passion, that has taken so much time from my family. The revenue I can produce year after year, and the time it will take me to come back from this will easily be a decade. I'll be 57. I will have lost all the results of this monitoring I fought so hard for, for so long. I will be nothing but a has-been with a sad story of stupidity.

These are flashy "new-money" people with ego that needs to be humbled before I'm unable to provide for the only [four people](#) I have in this world. Howell started our relationship by putting me in jeopardy personally, with my MD license, because I was honest. They are now taking my life's work and destroying my families hard-earned financial stability and sacrifice. They took my clients and my integrity, and it feels like it's for sport.

Even if his words are lies, he does have a bigger reach than me, alone. Please assist me with any direction that may improve this nightmare