PROFESSIONAL DEVELOPMENT FOR CLIENTS
FREESE AND NICHOLS UNIVERSITY

SCHEDULE A CLASS for your employees today. Contact your Freese and Nichols Client Rep or email FNUniv@freese.com.

Freese and Nichols University (FNU) is the culmination of more than a century of emphasizing education. Our founder, Major John B. Hawley, believed that continuing education was essential to a professional engineer, and today, this belief is an integral part of Freese and Nichols' culture.

The quality of education offered through FNU is a matter of pride within Freese and Nichols. Clients and employees, regardless of location, have the opportunity to attend seminars taught by Freese and Nichols' technical experts who hold advanced degrees and certifications in their respective disciplines.

Freese and Nichols is pleased to offer free or nominally priced professional development opportunities to clients.

FNU BY THE NUMBERS, 2019

400+	4,573	11,759	31
classes	attendees	PDH credits issued	professional ethics trainings

PROFESSIONAL DEVELOPMENT FOR CLIENTS THROUGH FNU

FREESE AND NICHOLS

Award-Winning Programs Available to Clients

- **Engineering Ethics**

  Professional Engineering Ethics classes fulfill the ethics requirement for P.E. annual license renewal. Ethics is a key component of Freese and Nichols' history. It's one of our core values and our number one guiding principle. The engineering industry has repeatedly recognized company namesakes Bob and Jim Nichols for their dedication to ethics.

- **Individual Development**

  FNU offers classes to aid in personal development. Examples of these classes include: Crucial Conversations®, Personal Accountability, Listening Skills, Negotiation Skills and Presentation Skills.

- **Technical Seminars**

  Technical seminars are taught by Freese and Nichols' technical professionals, who hold advanced degrees and certifications in their respective disciplines.

- **Mentor-Protégé Program**

  Freese and Nichols participates in several mentor-protégé programs in which we provide business development guidance as an established firm to emerging historically underutilized businesses.

- **Continuing Education Courses**

  FNU offers more than 200 classes in approximately 30 different subject areas each year. All FNU classes count toward professional engineer re-licensing requirements and professional development hours.

EXAMPLE SEMINARS AND TOPICS

- Art of Managing Construction
- Asset Management
- Capital Improvements Planning
- Coastal Engineering
- Collaborative Project Delivery
- Creating a Sustainable Community
- Dam Safety
- Dendrogeomorphology and fluvial geomorphology
- Designing and Planning for the Effects of Climate Change
- Field Class: Environmental Requirements on Construction Projects
- Geomorphology
- Growing Interest in Roundabouts
- Innovative Funding
- Joint Project Mitigation
- LID and Complete Streets
- Maintaining Water Quality in the Distribution System
- Pipeline Design and Optimization
- Plan Development, Milestones, and Quality Control Review
- Professional Ethics
- Pump Station Design
- Resilient Design
- Stormwater Modeling
- Water/Wastewater Master Planning
- Wastewater Reuse Opportunities and Planning

PERSONAL DEVELOPMENT

- Change Management
- Communication and Teamwork
- Communication for Success
- Leadership
- Management
- Strategic Planning
- Tools for Responsive Leadership

All training offered through FNU is customizable.
We work with clients to develop seminars and topics tailored to fit their unique needs.

For more information, contact your Freese and Nichols Client Representative or email FNUniv@freese.com.

Malcolm Baldrige National Quality Award
2010 Award Recipient

Freese and Nichols delivers innovative solutions to clients across the country, providing engineering, architecture, environmental science, planning, energy, program management and construction services. A full service professional consulting firm, Freese and Nichols is the first engineering/architecture firm to receive the Malcolm Baldrige National Quality Award.

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FREESE AND NICHOLS

Freese and Nichols University 2020 - 2021 Course Offerings

Visit FNUniversity.com for details and additions to our schedule

Course Name	Course Date	Course Time	Location
Crucial Conversations	Wednesday, Sep 23, 2020	8 am - 5 pm (Central)	Virtual - Details to follow via email
Public Engagement: How to Thrive in a Virtual Environment	Thursday, Sep 24, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.
Proactive Approaches to Maintaining Water Quality in Your Distribution System	Wednesday, Sep 30, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.
Never Waste a Good Drought: Lessons Learned from North Texas and North Georgia	Wednesday, Oct 07, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.
Environmental Due Diligence (Often Underappreciated Until It's Too Late)	Wednesday, Oct 14, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.
Practical Asset Management Planning for Your Largest Water/Wastewater Assets	Wednesday, Oct 21, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.
Don't Treat Your Rainwater: Condition Assessment and SSES Programs to Reduce I/I in Collections Systems	Thursday, Oct 29, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.
Crucial Conversations	Thursday, Nov 05, 2020	8 am - 5 pm (Central)	Virtual - Details to follow via email
Climate Vulnerability/Climate Resiliency	Wednesday, Nov 11, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.

Financial Planning for Your Infrastructure Investments	Wednesday, Nov 18, 2020	10am - 11am (Central) / 11am - 12 noon (Eastern)	Virtual. Details to be emailed later.