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CHUCK NOVAK RETIRES FROM HALL & FOREMAN, INC.

Chatsworth, Calif., December 19, 2003 — Charles G. Novak is retiring from Hall & Foreman, Inc. (HFI), an engineering, surveying, planning, and landscape architecture firm, after completing a successful 30-year career in the civil engineering industry. Mr. Novak's retirement is effective December 19, 2003.

John Hogan, P.E., HFI's chief executive officer and principal reflected, "Chuck's business savvy and focus on client relations are attributes that he has instilled throughout the firm. His passion for the business and the energy through which he approached every aspect of it will be missed. We congratulate him on his successful career and we wish he and his wife Janice the best as they enjoy retirement."

Mr. Novak's career is highlighted with accomplishments in both the engineering and the business arenas. In 1976, he joined PACE Engineering, Inc., (PACE) located in Chatsworth, Calif., as director of planning and marketing. His initial assignment was to increase the market share for PACE while overseeing the planning functions. By 1978, PACE had more than doubled its original size and had become well respected in the development community. In 1982, Mr. Novak became a principal of the firm, serving as executive vice president. Five years later, he was elected president of the firm and was responsible for all civil engineering, land planning, surveying, and special operations for the company. In 2001, he guided the merger between PACE and Hall & Foreman, Inc. (HFI), becoming a vice president with HFI. He continued to provide management and technical direction for the activities of the Chatsworth office and, in 2002, turned the daily operational activities over to Mark Miner, who is currently serving as president of the HFI's LA/Ventura Division.

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Throughout Mr. Novak's career he has been active in many associations and served on many committees. In 1983 and 2001, he was honored by the Building Industry Association (BIA) of Southern California as Associate Member of the Year. In 2003, the BIA of Southern California paid tribute to Mr. Novak's relentless contributions to the development community by awarding him the prestigious Individual Achievement for Community Involvement Award.

He has been a tireless supporter of HomeAid, a national non-profit organization of the BIA that is dedicated to building shelters for the temporarily homeless, and most recently served as secretary for HomeAid Los Angeles / Ventura.

Mr. Novak's business acumen was utilized by the Chatsworth Chamber of Commerce where he served on the Board of Directors and the Economic Development Committee.

He and his wife, Janice, are looking forward to enjoying retirement and spending time traveling.

Founded in 1961, HFI specializes in engineering, land planning/development, land surveying, entitlement coordination, infrastructure funding, investigative engineering, municipal/public works, surveying and mapping, and landscape architecture services. With offices in Chatsworth, Fontana, Irvine, Rancho Cucamonga, and Temecula, HFI serves public and private clients on a variety of projects throughout California and Southern Nevada.

For further information please contact Kelly Teenor at 714-665-4550, or visit <http://www.hfinc.com/>

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