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## **Tighe & Bond promotes new senior vice presidents and vice presidents**

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Westfield, MA Tighe & Bond has promoted five employees to vice president in recognition of outstanding project and client management skills in addition to leadership and organizational impact. Additionally, the firm has elevated Margo Armstrong to senior VP and chief human resources officer, Jason Curtis to senior VP, and Keri Drake to senior VP and chief marketing officer.

Lavalier Alves has over 30 years of experience as a financial manager. As controller, Alves serves as a knowledgeable financial leader and resource for employee retirement plans and benefits, has been instrumental in the firm's mergers and acquisitions, and ensures ongoing compliance with regulatory requirements.

Armstrong leads Tighe & Bond's human resources function and has over 20 years of leadership experience in human resources consulting, talent management, succession planning, and employee program management. She is responsible for contributing to the firm's strategic thinking and direction, establishing human capital objectives that support firm objectives, implementing workforce strategies, and managing human resources.

Sue Courtemanche's expertise is in site investigations, remediation projects, environmental regulatory compliance, and permitting. She is a licensed site professional and certified hazardous materials manager, actively participates in the Licensed Site Professional Association, the New Hampshire Environmental Business Council Leadership Team, and on the board of directors for the Pawtucket Foundation.

Curtis leads the firm's building services business line, where he oversees strategic direction and day-to-day operations. He leads projects from the conceptual design phase through construction administration for a wide variety of clients and project types. Additionally, he manages and oversees the production and implementation of mechanical, electrical, and plumbing (MEP), fire protection construction documents, and other construction administration services. Curtis serves on the town of Deerfield's energy resources committee and is involved with the Architecture Construction Engineering (ACE) mentorship program.

An architecture, engineering, and construction (AEC) industry veteran, Drake has broad experience across the full marketing function. As chief marketing officer, she is responsible for leading internal and external communication efforts, promoting and amplifying the firm's brand, developing client-focused pursuit strategies, and driving growth initiatives aligned with the corporate strategic

plan. Curtis serves as an advisor to the firm's Diversity, Equity & Inclusion (DE&I) committee.

Erin Moore's project experience covers a broad range of analysis and design across municipal water, wastewater, and stormwater projects. She continues to advance our wastewater market strategy and growth into the lower Hudson Valley of New York, including managing the firm's Rhinebeck office location, and is actively working on expanding our presence in the Capital Region. She is a member of the New York Water Environment Association Capital Chapter board of directors and previously served as an advisory member of our board of directors.

Kevin Rota, as director of information technology, his extensive experience spans a broad range of technology leadership roles, Rota has been instrumental in advancing key strategic initiatives, such as enterprise systems development, cybersecurity, mergers and acquisitions, and the development of cloud strategy development.

Lou Soracco, PE – A well-known leader in the water engineering field, Soracco focuses on the study, design, and construction phase services for drinking water projects. He is currently serving as project manager or director on various water treatment plant projects, including PFAS and iron and manganese treatment facilities. Soracco serves as chair of the New England Water Works Association Filtration Committee.

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