

Complete

GENERAL CONTRACTORS, INC.

CONSULTING ENGINEERS

FL. CGC #061674

FL. COA #33037

Paul R. Semmes, PE, CGC, FRSE

Complete, Inc. *dba*

Complete General Contractors, Inc.

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OVERVIEW:

Professional Engineer with demonstrated experience managing and executing Professional Engineering services, Architectural & Engineering (AE) professional services, Building Construction services as well as Federal AE and Building Construction contracts. Experience gained with forensic inspection and evaluation; hands-on structural engineering analysis and design; building envelope consultation; expert witness; methodology and skills development; overall project supervision and management; business development; staffing and resource management; outsourcing; and profit and loss management.

EDUCATION:

Bachelor of Science-Civil Engineering

VIRGINIA TECH - Blacksburg, VA - 1986

PROFESSIONAL LICENSES:

Professional Engineer – FL, AL, MS, LA, TX, GA, SC, NC, VA

Certified General Contractor – FL

PROFESSIONAL EXPERIENCE:



Complete General Contractors, Inc. - Pensacola, FL; 2023–Present *Director of Engineering and Construction*

Manages and directs the Forensic and Structural Engineering operations of the firm including forensic inspections, preparation and review of forensic reports, engineering design, construction and design documents, client interface, business development and company leadership. Provides Professional Engineering tasks related to Forensics Services, Structural Design Services and Construction Services for a variety of project types including municipalities, school districts, condominiums, professional buildings, facilities and residences for a variety of clients including attorneys, property owners, insurance providers and construction contractors.

- Applies knowledge of multidisciplinary professional engineering theories, concepts, principles, practices, techniques, and methods to provide forensic evaluations, expert witness, design and construction services for existing and new buildings and other facilities.
- Responsible for forensic damage analysis and remediation recommendations. Inspects documents, analyzes and reports on damage from wind, water and all other perils for commercial and residential buildings and other facilities.
- Provides detailed forensic engineering reports.
- Provides Expert Witness Testimony pursuant to site inspection findings and structural systems analyses for settlement of claims and disputes.
- Analyzes existing structural systems to determine load capacities and structural integrity.
- Manages the design of reinforced concrete, wood and steel structural systems utilizing geotechnical reports and property surveys, applying engineering knowledge of strength of materials and theory of structure, and utilizing engineering software and applications.
- Directs the preparation of Plans, Specifications and other Construction Documents ensuring compliance with standard design practices and building codes.
- Provides technical review of construction drawings, specifications, design calculations and analyses to ensure compliance with project requirements and governing standards.
- Applies knowledge of a broad range of engineering and construction standards, methods, practices, techniques, materials, and equipment to assess damaged conditions, design structures and evaluate compliance with Federal, state, and local codes and regulations.
- Collaborates with other engineering and construction professionals and experts.
- Keeps abreast of emerging technologies to ensure programmed services meet current standards.

PROFESSIONAL EXPERIENCE (cont.):



OWN, Inc. (formerly Anderson Engineering, Inc.) - Destin, FL; 2020 – 2023 *Regional Manager, Structural Department Manager*

Managed and directed the daily business operations including business development, engineering design, preparation of construction and engineering documents, primary client interface, business development, budget development and implementation, staff management and company leadership. Provided Professional Engineering duties related to the Design and Construction of new construction, renovation, and improvement projects for a variety of Commercial, Government, Municipal and Residential facilities including apartment, condominium, hotel, military, municipal, professional, residential, restaurant, retail and restaurant buildings and other structures.

- Developed and implemented goals, objectives, policies, and priorities for the Gulf Coast region including strategic planning, business development, program management, budget cycles, and financial controls.
- Developed and maintained business relationships and collaborative efforts with community leaders and programs, design and construction firms, economic development agencies, municipal and Federal agencies.
- Applied knowledge of multidisciplinary professional engineering theories, concepts, principles, practices, techniques, and methods to provide design and construction solutions for existing and new buildings and other facilities.
- Directed the preparation of Plans, Specifications and other Construction Documents ensuring compliance with standard design practices and building codes.
- Provided technical review of construction drawings, specifications, design calculations and analyses to ensure compliance with project requirements and governing standards.
- Analyzed existing structural systems to determine load capacities, safety factors and structural integrity.
- Managed the design of reinforced concrete, wood and steel structural systems utilizing geotechnical reports and property surveys, applying engineering knowledge of strength of materials and theory of structure, and utilizing engineering applications including RISA, Tedds, EnerCalc, StruCalc and MECCA Wind.
- Performed site inspections for the evaluation and assessment of existing conditions, features and systems.
- Prepared Forensic Evaluation Reports and Expert Witness pursuant to site inspection findings and structural systems analyses for planning, design, construction and settlement of claims and disputes.
- Served as the technical expert related to Structural Engineering in analyzing and designing facilities.
- Collaborated with other design professionals and expert personnel at local, state, and federal agencies, military agencies, headquarter organizations and private organizations.
- Applied knowledge of a broad range of engineering and construction standards, methods, practices, techniques, materials, and equipment to determine design and construction compliance with Federal, state, and local codes and regulations.
- Responsible for the successful execution of more than \$5M projects including surveying, civil engineering, and structural engineering services.

PROFESSIONAL EXPERIENCE (cont.):



Naval Facilities Engineering Command (NAVFAC) Southeast – Pensacola, FL;
2017-2020 Public Works Department (PWD) Facility Engineering & Acquisition

Division

Provided Professional Engineering duties related to the Planning, Design and Construction of substantial multi-phase new construction, renovation, and improvement projects for a variety of real property facilities, including airfield pavements, utility systems, barracks, family housing, training facilities, warehouses, hangars, administrative facilities, and dormitories.

- Applied knowledge of multidisciplinary professional engineering theories, concepts, principles, practices, techniques, and methods to provide inventive and cost-effective design and construction solutions to meet program planning requirements necessary to align and maintain base infrastructure with CNIC and NAVFAC requirements and priorities.
- Served as the technical infrastructure expert related to Structural and Civil Engineering in analyzing facilities, developing projects for infrastructure solutions, and recommending infrastructure improvements.
- Developed engineer evaluations, plans, specifications, D/B RFP's, D/B/B, D/B fundable estimates, IGE's and A/E SOW's for a variety of real property facilities ensuring compliance with project design criteria.
- Provided design packages utilizing programs including AutoCAD, EnerCalc, CostWorks, SpecsIntact, etc.
- Collaborated with other design professionals and expert personnel at local, state and federal agencies, military agencies, headquarter organizations and private organizations.
- Conducted multi discipline review of design packages for new construction, renovation, and maintenance projects.
- Provided PCAS on D/B/B projects, including review and approval of contractor's A/E design submittals for conformance with the RFP and review and approval of RFI's.
- Provided technical review of design calculations, cost estimates, analyses, drawings, and specifications to ensure compliance with project requirements and governing standards.
- Applied knowledge of Federal Acquisition Regulations (FAR's) and other standard contracting practices and procedures including regulatory and statutory restrictions on the expenditure of appropriated and non-appropriated funds.
- Applied knowledge of Health, Safety and Environmental requirements as outlined in applicable standards, regulations and/or technical orders and in a manner that enhances the safety of the work environment.

PROFESSIONAL EXPERIENCE (cont.):



Naval Facilities Engineering Command (NAVFAC) Southeast – Milton, FL;
2014-2017 Public Works Department (PWD) Whiting Field, Facilities

Management Division

Supervisory General Engineer - GS-0801-12 Provided Supervisory and Professional Engineering duties related to the Planning, Design and Construction of substantial multi-phase new construction, renovation, and improvement projects for a variety of real property facilities, including airfield pavements, utility systems, barracks, family housing, training facilities, warehouses, hangars, administrative facilities, and dormitories.

- Managed the design of new construction, renovation, and improvement projects for a variety of real property facilities to meet program planning requirements necessary to align base infrastructure with CNIC/NAVFAC requirements.
- Directed the preparation of Scopes of Work (SOW's), Construction Drawings (CD's), Technical Specifications, Independent Government Estimates (IGE's) and other design and construction related documents.
- Provided technical review of design calculations, cost estimates, analyses, drawings, and specifications to ensure compliance with project requirements and governing standards.
- Provided technical expertise to base tenant activities, staff and senior leadership regarding evaluation and assessment of complex issues related to the planning, design, maintenance, and construction of base infrastructure.
- Conducted multi discipline review of design packages for new construction, renovation, and maintenance projects.
- Developed and maintained program metrics in MAXIMO and COGNOS including eContracts, eProjects.
- Monitored staff productivity, provided performance appraisals, provided constructive feedback, provided group training and individual coaching.
- Reviewed staff produced work documents for compliance with technical objectives and implemented quality control.
- Established standard operating procedures (SOP's) for specific tasks and general branch functions.
- Assigned and directed work to ensure efficient production to meet department execution requirements.
- Assigned branch priorities and periodically adjusted workload, priorities, and goals to keep aligned with execution plan.

PROFESSIONAL EXPERIENCE (cont.):



Civil Engineer - GS-0810-12 - USAF, AFMC, 96 CEN/CEPDW – Eglin AFB, FL; 2013-2014

Provided Professional Engineering duties related to the Planning, Design and Construction of substantial multi-phase new construction, renovation, and improvement projects for a variety of real property facilities, including airfield pavements, utility systems, barracks, training facilities, warehouses, hangars, recreation facilities, administrative offices, and dormitories.

- Applied knowledge of multidisciplinary professional engineering concepts, principles, and practices to provide inventive and cost-effective solutions necessary in the planning, acquisition, development and sustainment of facilities and systems.
- Developed engineer evaluations, plans, specifications, and estimates (IGE's) for a variety of real property facilities.
- Prepared A&E statements of work (SOW's), A/E design fee estimates and evaluated A/E proposals.
- Collaborated with other design professionals and expert personnel at local, state, and federal agencies, military agencies, headquarter organizations and private organizations.
- Applied knowledge of a broad range of engineering and construction standards, methods, practices, techniques, materials, and equipment to determine compliance with Federal, state, and local codes and regulations.
- Applied knowledge of Federal Acquisition Regulations (FAR's) and other standard contracting practices and procedures including regulatory and statutory restrictions on the expenditure of appropriated and non-appropriated funds.
- Applied knowledge of Health, Safety and Environmental requirements as outlined in applicable standards, regulations and/or technical orders and in a manner that enhances the safety of the work environment.
- Provided support for the 7th Special Forces, AFRL and AFMC, 96 CEG, 96 FSS and 96 MOS.

PROFESSIONAL EXPERIENCE (cont.):



SEA TECH OF THE FLORIDA KEYS, INC. - Sugarloaf Key, FL/Navarre, FL; 2010-2013 Vice President, Principal Engineer - Managed and qualified the Design and Construction activities of the firm.

- Responsible for all aspects of program management for the design and construction activities of the firm.
- Helped establish and implement goals and policy for the firm including workload management and cost control.
- Managed the execution of work by establishing objectives, assigning work, setting priorities, scheduling, monitoring performance and budget, adjusting priorities and workload, and implementing policy and cost controls.
- Directed the preparation of Plans, Specifications and other Construction Documents ensuring compliance with standard design practices, building codes and client requirements.
- Lead design teams for numerous projects that included Architecture, Civil, Environmental, Structural, Mechanical, Electrical, and other design disciplines.
- Ensured the quality and performance of Design, Design-Build and Construction projects with pre-established project requirements, construction documents, governing codes, standards, technical specifications, and performance criteria.
- Performed Structural Design for reinforced concrete, wood and steel systems utilizing geotechnical reports and property surveys, applying engineering knowledge of strength of materials and theory of structure and utilizing engineering applications including EnerCalc, StruCalc and SDG Windloads for Structures.
- Utilized extensive knowledge of multi-disciplinary design to effectively integrate various concepts, principles, practices, standards, methods, techniques, materials, and equipment into a comprehensive AE design package.
- Applied extensive knowledge of Engineering, facility infrastructure, codes, and regulation to effectively evaluate Architectural and Engineering plans and specifications for a wide range of projects and determine feasibility based on cost, constructability, compliance, technical safety and operational validity.
- Prepared Forensic Evaluation Reports and provided Expert Witness pursuant to site inspection findings and structural systems analyses for planning, design, construction and settlement of claims and disputes.
- Researched and kept abreast of emerging technologies and scientific & engineering developments.
- *The firm executed approximately \$15M of new and renovation construction projects in three years. The projects included \$5M Hangar Renovation, \$2M Paving Project, \$2M Sanitary Sewer Project. The client base included the US Navy-NAS Key West, US Air Force-Patrick AFB, US Air Force-Eglin AFB, FBI, JIATF, JSSOC, and Department of State.*

PROFESSIONAL EXPERIENCE (cont.):



Florida Building
Consultants, Inc.

FLORIDA BUILDING CONSULTANTS, INC. - Key West, FL/Navarre, FL;
1993-2010

President, Principal Engineer Created the firm. Managed and qualified the Design and Construction Administration activities of the firm.

- Developed and implemented goals, objectives, policies, and priorities for the firm including strategic planning, program management, budget cycles, and financial controls implementation.
- Performed all Human Resource duties including interviewing, hiring, performance monitoring, training, and coaching.
- Directed the preparation of Plans, Specifications and other Construction Documents ensuring compliance with standard design practices and building codes.
- Lead design teams for numerous projects that included Architecture, Civil, Environmental, Structural, Mechanical, Electrical, and other design disciplines.
- Ensured the quality and performance of Design, Design-Build and Construction projects with pre-established project requirements, construction documents, governing codes, standards, technical specifications, and performance criteria.
- Performed Structural Design for reinforced concrete, wood and steel systems utilizing geotechnical reports and property surveys, applying engineering knowledge of strength of materials and theory of structure, and utilizing engineering applications including EnerCalc, StruCalc and SDG Windloads for Structures.
- Utilized extensive knowledge of multi-disciplinary design to effectively integrate various concepts, principles, practices, standards, methods, techniques, materials, and equipment into a comprehensive AE design package.
- Applied extensive knowledge of Engineering, facility infrastructure, codes, and regulation to effectively evaluate Architectural and Engineering plans and specifications for a wide range of projects and determine feasibility based on cost, constructability, compliance, technical safety, and operational validity.
- Prepared Forensic Evaluation Reports and provided Expert Witness pursuant to site inspection findings and structural systems analyses for planning, design, construction and settlement of claims and disputes.
- Researched and kept abreast of emerging technologies and scientific & engineering developments.
- Developed a client base that included the City of Key West, Monroe County School District, Monroe County Sheriffs Department, Key West Housing Authority, Florida Keys Community College, Key West International Airport, Hyatt Resort, Best Western.

PROFESSIONAL EXPERIENCE (cont.):

Civil Engineer - GS-0810-12: US NAVY, NAVFAC - Key West, FL; 1999-2002

Provided construction project management duties for real property facilities including airfield pavements, utility systems and plants, administrative offices, and dormitories. Duties included interpreting construction drawings, coordinating inspection of construction operations for compliance with contract documents and intent of design, observing and investigating construction during all stages of the project, reviewing and approving pay requests, reviewing and approving labor records, monitoring progress schedules. Managed the successful execution of 18 MILCON projects that ranged in value from \$1M to \$10M.

Environmental Engineer - GS-819-12: US NAVY, NAVFAC - Pensacola, FL; 1992-1999

Managed the Petroleum Pollution arm of the Public Works Center, Environmental Department. Gained knowledge of the environmental programs including hazardous waste, air pollution and water quality including particulate, asbestos, lead, and PCB contamination. Created a new service commodity that developed into a \$2M per year gross income for the PWC.

Civil Engineer - GS-0810-11: US NAVY, NAVFAC - Pensacola, FL; 1990-1992

Provide professional design duties for real property facilities including airfield and roadway pavements, utility systems, structural systems and building systems. Designed real property facilities, including airfield & roadway pavements, structural frames and components, utility systems.

Civil Engineer - GS-0810-11: US NAVY, NAVFAC, NAVFAC - Gulfport, MS; 1987-1990

Provided construction project management duties for real property facilities including airfield pavements, utility systems and plants, administrative offices, and dormitories. Duties included interpreting construction drawings, coordinating inspection of construction operations for compliance with contract documents and intent of design, observing and investigating construction during all stages of the project, reviewing and approving pay requests, reviewing and approving labor records, monitoring progress schedules. Managed the successful execution of 25 MILCON projects that ranged in value from \$10K to \$6M.

Plumber Helper: South Texas Plumbing, Co. – Pleasanton, TX; June to August 1977

Provided all plumbing services including the new installation and repair of PVC and cast iron DWV piping systems, copper water piping systems and PVC water piping systems at buildings with crawlspaces and buildings with foundations at grade. Tasks included glueing pipe joints, sweating copper pipe joints, snaking pipes, daylighting drains, unclogging drains, finding leaks, repairing leaks.

CERTIFICATIONS:

Intermediate Facilities Engineering (FE 201), Defense Acquisition University
Fundamentals of Systems Acquisition Management (ACQ 101), Defense Acquisition University
Advanced Public Works Department & Facilities Engineering Command Operations, CECOS
Estimating for Construction Modifications, US Army Corps of Engineers
Principles of Contract Pricing, US Army Logistics Management College
A-E Contract Management, NAVFAC Contracts Training Center
Management of Defense Acquisition Contracts, US Army Logistics Management College
Construction Contracting, Naval Facilities Contracts Training Center
Construction Contract Admin & Management, Naval Facilities Contracts Training Center
Construction Quality Management, US Army Corps of Engineers
Project Scheduling, US Army Corps of Engineers
Construction Contract Safety, NAVFAC Engineering Command
Construction Safety & Health, NAVFAC Engineering Command
Construction Safety Hazard Awareness, NAVFAC Engineering Command
Environmental Laws & Regulations Compliance, Government Institutes, Inc.
Practical Environmental Science, Government Institutes, Inc.

TRIAL, TESTIMONY & DEPOSITION VITAE:

2025 Nopphawan Promptaw v. Universal Property and Casualty Insurance Company – 19th Judicial Circuit St. Lucie County, FL Case No. 2023CA002414 £ Deposition

2025 Dane Clark v. Universal Property and Casualty Insurance Company – 1st Judicial Circuit Escambia County, FL Case No. 2021-CA-000783 £ Deposition

2025 Mary Stokes v. Universal Property and Casualty Insurance Company – 11th Judicial Circuit Miami-Dade County, FL Case No. 2022-010898-CC-26 £ Deposition

2024 Regal Stephens Construction v. Perry Donahoo & Virginia Bryant – 1st Judicial Circuit Walton County, FL Case No. 2023-CA-0352 £ Deposition

2024 Amrit & Natasha Khorran v. Universal Property and Casualty Insurance Company – 17th Judicial Circuit Broward County, FL Case No. COINX-24-014153 £ Deposition

2024 Mario Ruiz v. Universal Property and Casualty Insurance Company – 11th Judicial Circuit Miami-Dade County, FL Case No. 19-036943 CA 24 £ Deposition

2024 Michael & Natalia Motley v. Universal Property and Casualty Insurance Company – 17th Judicial Circuit Broward County, FL Case No. CACE-22-011466 (05) £ Deposition

2024 Timothy & Kjorina Weaver v. Universal Property and Casualty Insurance Company – 17th Judicial Circuit Broward County, FL Case No. CACE-21-021541 £ Deposition

2024 Jeffson Bien v Universal Property & Casualty Insurance Company – 15th Judicial Circuit Palm Beach County, FL Case No. 50-2022-CA-012072 £ Deposition

2019 Our Point of View Property Owners Association v. Rayfield - 5th Judicial Circuit Court Baldwin County, AL Case 05-CV-2019-901124.00 £ Trial

2014 B&D Builders, LLC v. Ashley & Wendy Williams - 14th Judicial Circuit Washington County, FL Case No. 13-162CA £ Trial

2011 Mark and Patricia James v. T.O.P. Construction, Inc. – 1st Judicial Circuit Court Santa Rosa County, FL Case 2008-CA-1751 £ Deposition

2010 LaFontana Apartments of Palm Beach, Inc. v. QBE Insurance Corporation – 15th Judicial Court Palm Beach County, FL Case 50-2008-CA-003794XXXXMB-AE£ Deposition

2009 Mariner Village Townhouse v. Citizens Property Insurance Corporation – 11th Judicial Court Miami-Dade County, FL Case 07-31611 CA 31 £ Deposition

TRIAL, TESTIMONY & DEPOSITION VITAE *CONTINUED*:

2009 Beach Colony Resort on Navarre East Condominium Association, Inc. v. Landmark American Insurance Company, Et Al £ Deposition

1990 Hudson Contracting, Inc v. US Navy (NAVFACENGCOM) Southern Division, NCBC Gulfport, MS - £ Trial

PROFESSIONAL AFFILIATIONS:

National Society of Professional Engineers (NSPE)



NSPE was established in 1934 to realize a simple but vital goal: create an inclusive, nontechnical organization dedicated to the interests of licensed professional engineers, regardless of practice area, that would protect engineers (and the public) from unqualified practitioners, build public recognition for the profession, and stand against unethical practices and inadequate compensation.

Florida Engineering Society (FES)



For over 100 years, the Florida Engineering Society (FES) has been the Sunshine State's leading organization committed to supporting engineers and the engineering profession. FES is connecting a network of 3,000 plus professional engineers to enhance successful career paths and providing opportunities to network with engineers in their local communities



American Society of Civil Engineers (ASCE)

The American Society of Professional Engineers was established in 2008 in the United States to operate with global standards that meet international accreditation policies and regulations for professional training and learning in engineering fields, professional practices, and their complementary topics.



Florida Structural Engineers Association (FSEA)

The Florida Structural Engineers Association (FSEA) was formed in 1996 to enhance the profession of structural engineering in the State of Florida. FSEA provides input and leadership on building codes and their enforcement, sponsors technical seminars and roundtable discussions, and organizes informal mixers to facilitate networking between peers. FSEA's goal is to join together all Florida structural engineers and to address common concerns of the profession.

PROFESSIONAL AFFILIATIONS *CONTINUED*:



National Academy of Forensic Engineers (NAFE)

The National Academy of Building Inspection Engineers (NABIE) was established in 1989 to serve the public by advancing the art and skill of engineers who offer their services as expert inspectors, investigators and consultants pertaining to the structural and mechanical components of buildings and homes of all types. The purpose of the Academy is to lead and advance the integrity, value and understanding of the practice of professional engineering, as it applies to the inspection, investigation and consultation involving buildings and homes, for the benefit of the users of its members' services including the general public, attorneys, realtors, mortgage brokers and other lenders, and other clients, to better serve the needs of real estate purchasers, owners and investors.



Escambia County Contractors Competency Board

The duties of the Board shall be to accept applications for and oversee examinations for licensure as a contractor; determine through review of supporting data, the qualifications of applicants for licensure and issue a certificate of competency as a contractor to those whom the board deems qualified in the appropriate trades; record certificates of competency and issue renewals annually to those who qualify in appropriate trades; make an annual report and provide any other information; cause to be investigated any complaint which is filed before it if the complaint is in writing, signed by the complainant, and establishes probable cause to believe a violation of the article has occurred; and investigate violations of this article, or of F.S. ch. 489 and those construction codes adopted by the County, upon due cause shown to the contractor competency board and to take appropriate action pursuant to this article



International Code Congress (ICC)

The International Code Council is the leading global source of model codes and standards and building safety solutions that include product evaluation, accreditation, technology, training, and certification.