

**W. GILBERT O'NEAL, Ph.D., P.E.**  
**President and CEO**  
**Institute of Textile Technology / IT3, Inc.**  
**Applied Technology and Engineering, P.C. (AT&E)**

**EDUCATION**

Ph.D., Civil Engineering, University of Virginia, May 1987  
M.E., Civil Engineering, University of Virginia, May 1977  
B.S., Engineering Science and Systems, University of Virginia, May 1975

**REGISTRATIONS/CERTIFICATIONS**

Professional Engineer, Commonwealth of Virginia  
Professional Engineer, State of Wisconsin  
Professional Engineer, State of North Carolina  
Professional Engineer, State of Alabama  
Professional Engineer, State of New Jersey  
Professional Engineer, State of Georgia  
Professional Engineer, State of South Carolina  
Professional Engineer, State of West Virginia  
Class I Wastewater Operator, Commonwealth of Virginia

**PROFESSIONAL SUMMARY**

Dr. O'Neal's diverse professional experience includes positions with the federal government, municipal government, academia, industry and consulting. Prior to becoming a consultant, Dr. O'Neal's work focused on operations. This experience included supervision of operations at the UOSA advance wastewater treatment plant and management of environmental activities for a division of Burlington Industries. These positions provided a unique perspective on operational concerns which has influenced the approach used in providing consulting services.

After leaving Burlington Industries, Dr. O'Neal founded Applied Technology and Engineering, P.C. (AT&E) which was later acquired by Earth Tech, Inc. As a consultant, Dr. O'Neal has provided a wide range of environmental services including: environmental impact studies, permitting, water quality modeling, wastewater and water treatment plant evaluations, laboratory treatability studies, pilot studies, engineering feasibility studies and design of water and wastewater treatment facilities. Dr. O'Neal is widely recognized as an international expert on biological treatment of industrial wastewater and has extensive experience in the textile industry. Environmental services have been performed in many countries outside the United States including: Mexico, Honduras, Nicaragua, Guatemala, Ecuador, Belgium, Scotland, Thailand, Indonesia, Malaysia, Singapore and Taiwan. Fundamental work has been performed for the textile and other industrial clients in areas of color removal, toxicity reduction, metals speciation, waste minimization and assessment of manufacturing process changes to achieve environmental compliance standards. Dr. O'Neal has participated in ISO 14000 audits and has completed

auditor training. Municipal clients have benefited from Dr. O'Neal's industrial experience by his ability to assist in optimizing wastewater treatment operations which are impacted by industrial dischargers and in identifying industrial pretreatment requirements. In 1998, Dr. O'Neal accepted a research position with the Institute of Textile Technology (Institute) and was promoted to Executive Vice President and Chief Operating Officer in 1999 and President and Chief Executive Officer in 2001. His focus at the Institute has been to provide environmental research and consulting services to textile and other industries.

In addition to his practical experience, Dr. O'Neal has served as Adjunct Professor in the Department of Civil Engineering at the University of Virginia teaching undergraduate and graduate courses in water and wastewater treatment theory and technology. He currently serves as Adjunct Professor at North Carolina State University. These activities facilitate currency with evolving environmental regulations and technologies.

## **PROFESSIONAL EXPERIENCE**

*Institute of Textile Technology/IT3, Inc. – President/Chief Executive Officer*

*Applied Technology & Engineering, P.C., CEO*

*North Carolina State University – Adjunct Professor, College of Textiles*

*Institute of Textile Technology – Executive Vice President/Chief Operating Officer*

*Earth Tech - Vice President & Division Manager*

*University of Virginia, Civil Engineering Adjunct Professor*

*Burlington Industries, Division Environmental Engineer*

*Upper Occoquan Sewage Authority, Civil Engineer*

*U.S. Army Foreign Science and Technology Center, Civil Engineer*

*Virginia Highway and Transportation Research Council, Graduate Assistant*

**Publications and Project Information available on request.**