



2024 IN REVIEW

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- A review of 2024
- Our highlighted blogs

A message from Walden's President and Founder



Joseph Heaney III, P.E.
PRESIDENT

2024 has been an exciting year at Walden, and I'm thrilled to provide an update on how we've been doing.

Due in no small part to our outstanding staff, we've had one of the best years on record for Walden. It's truly been a banner year. While we've experienced some challenges, most notably the difficulty in finding and recruiting experienced staff to join us on our journey, our current employees keep outperforming. I couldn't be prouder of them, as each person has stepped up and done a great job for our valued clients. That said, if anyone knows an experienced environmental professional looking for a new challenge in 2025, please put them in touch with Walden by emailing hr@walden-associates.com.

But perhaps the most exciting thing about 2024 is the anticipation of 2025. That is because next year marks Walden's 30th anniversary. When I started this company almost three decades ago, I could not have even imagined that years later, I would still be working for some of the same clients.

That is truly exceptional and stands as a testament to the trust that our clients put in Walden. Another sign of that is the flow of repeat work and referrals that we continue to get from clients. This is the lifeblood of our business, so thanks again for having so much faith in Walden, especially when referring others to us.

Finally, as 2024 draws to a close, I want to express my heartfelt thanks to you for being a friend of Walden. Working with so many familiar faces throughout the years has been a true pleasure, and I count many of you as personal friends as well as loyal clients. It is not just the great work that keeps clients coming back but the relationships.

We're excited about the opportunities the new year will bring, and I look forward to celebrating 30 years of Walden. Our brand may have changed in appearance a few times throughout the years, but one thing that never changes is our commitment to providing our clients with service they deserve and expect.

Best wishes for a wonderful holiday season and a prosperous New Year.

Milestones of 2024



Three of Walden's top performers were promoted.

Ten new valued staff members have joined Walden since January of 2024.



Part 360 registrations and permit applications were completed and sent to DEC for solid waste clients.

Select staff performed an in-house seminar on water sampling and a demo for colleagues.



EHS service group expands with the hiring of a new director and EHS specialists.

Under new leadership, our Hudson Valley office continues to grow.



Brownfield remediation project gets underway in Nassau County.

Environmental services provided as support for several large construction projects.



2025
upcoming
Initiatives

Walden has always been an organization that prides itself on being client focused and ensuring everything we do incorporates their needs. In 2025, we are building on and strengthening our commitment to our clients, partners, and colleagues. To do that, we are reinforcing in our staff the ethos that we believe sets Walden apart from our competitors.

Responsiveness

Walden is committed to fulfilling our clients' needs in the most responsive way possible, pledging to respond to any client inquiry or request within 24 hours or by the end of the next business day.

Dedication to our clients

Walden establishes strategies and plans that are individual to each client. We then work collaboratively as a cohesive team to fulfill those objectives within the existing regulatory structure.

Learning environment

Walden is committed to providing opportunities for our staff to be in a continuous process of learning so they continue to provide the most innovative and state of the industry cost-effective solutions to our clients' problems. Our learning opportunities include supporting staff as they pursue professional credentials.

What's missing from Walden is you!

If you are an experienced engineer, geologist, or environmental scientist looking for your next career opportunity, consider Walden. We offer employees an environment in which they can flourish by building critical thinking skills and applying innovation to the work that they do. Positions are available in Oyster Bay (Long Island) or East Fishkill. Forward resumes to hr@walden-associates.com.

2024 REGULATORY UPDATES

If you missed it, Walden shared some critical information on changing regulatory affairs in 2024.

1. **EHS**—OSHA's New Injury and Illness Reporting Requirements are effective January 2025, requiring certain organizations to submit their Form 300 injury logs electronically. This is in addition to maintaining the paper records.
2. **EHS**—In New York, lawmakers passed the Retail Worker Safety Act. Retail operators of a certain size will be required to provide enhanced safety training for staff in high-risk jobs and settings.
3. **Environmental Consulting**—The NYS Department of Health added 13 volatile petroleum compounds to its soil vapor/indoor air decision matrices, used to evaluate the need for soil vapor intrusion (SVI) monitoring.
4. **EHS**—OSHA Proposes Rule on Heat Injury and Illness Prevention. The rule, if enacted, could impact how organizations handle employee health during periods of high heat.
5. **Stormwater**—The SPDES draft Construction General Permit was issued for a public comment period by the NYS Department of Environmental Conservation. The new permit is expected to be issued in January 2025.
6. **Tank Compliance**—CT Department of Energy and Environmental Protection (DEEP) proposed changes to Underground Storage Tank (UST) legislation, including adding fees and civil penalties for violations.
7. **Air**—New York City Local Law, 15 RCNY Chapter 62, became effective in April. The amended law requires owners/operators of certain commercial cook stoves to add emission control devices.
8. **Water**—The EPA finalized a national law called the National Primary Drinking Water Regulations for Lead and Copper: Improvements. The law will hasten the removal of lead service lines in select communities.
9. **Stormwater**—In July, NYSDEC issued an updated stormwater management design manual. Such manuals are site-specific, but many organizations draft one for each stage of construction.
10. **Environmental Consulting**—The EPA designated two substances as hazardous under federal law. PFOA and PFOS were designated “forever chemicals,” ultimately changing how they are handled.

OUR BLOG—SEARCH. CONNECT. DISCOVER.

Walden is proud of the work that we put into our digital content. We believe generating constant content allows us to stay connected to our clients and followers in a meaningful way by providing relevant, valuable information about compelling topics. Presented below are a handful of Walden's new blogs and guides from 2024 representing select service areas.

Stormwater

Walden's Guide to Stormwater Management

Why Is Erosion and Sediment Control Important?

New York Releases Draft SPDES Construction General Permit (GP-0-25-001) for Public Comment

Does Your Manufacturing Facility in Connecticut Need a Stormwater Permit?

Air Permitting

Your Guide to Spray Booths

Required Emission Control Devices for Commercial Cook Stoves in New York City

DOB Releases Second Major Rule Package with Changes to Make LL97 Compliance More Affordable

Title V Permit Compliance: A Walden Case Study

EHS Consulting

A Guide to The Evolution of EHS in Manufacturing

Ergonomics and Workplace Safety

New York's New Retail Worker Safety Act

Right-to-Know

Prepare for the March 1 Annual Community Right-to-Know Tier II Reporting Deadline



Want to learn more about Walden?

Visit our website at www.walden-associates.com, scan the QR code, or fill out the **form** to learn more about what we can do for you.

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