

CROSSROAD ENGINEERS, PC

Exceeding Expectations

Chip Charles and Mike Masterson must have felt a few butterflies in October of 1995 as they opened the doors to their new business – a civil engineering firm that would set the standard for excellence and client satisfaction. “It was exciting, but we felt the challenge that any new business owner feels when cutting the cord

with the past and venturing into uncharted waters,” Chip states. “Mike and I had worked together for years at another firm, but we found ourselves at a ‘crossroad’ in our careers and decided it was time to open our own business. We opened the doors with no employees, no contracts, and no clients. What we did have in abundance was a passion for building a firm that would focus on personalized service to exceed the expectations of each client who put their trust in us.”

That passion proved to be enough.

Sixteen years later, CrossRoad Engineers is recognized as one of central Indiana’s leading civil engineering firms with a reputation for providing quality service, on time, and for a fair fee. Without a marketing staff, this two-man start-up company has grown into a strong business of 32 full-time employees and a number of college interns during the peak of the construction season. Ranked as one of the top 20 largest Indianapolis-area engineering firms, CrossRoad is headquartered in Beech Grove, just five miles southeast of downtown Indianapolis.

been involved in the design or construction of 35 roundabouts. Elsewhere around Indiana, roundabout design has been provided for local agencies such as Avon, Bargersville, Beech Grove, Cass County/Logansport, Elkhart, Greenfield, and Johnson County. CrossRoad has gone the extra mile and introduced roundabouts to communities by teaming with clients and conducting informational meetings. Cost savings, operational benefits, safety benefits, and “how to navigate” are explained and Q & A discussions provide great value to educate the public.



Looking east along 131st Street at the intersections of Ditch Road (foreground) and Clay Center Road.

Carmel, Indiana. Constructed in 2009.
—Photo by Above All Photography, Ltd.



Looking southwest at the intersection of Fairview Road and Morgantown Road. Johnson County, Indiana. Constructed in 2010.

—Photo by Above All Photography, Ltd.

Looking northwest at the intersection of Apple Street and McKenzie Road. Greenfield, Indiana. Constructed in 2010.

—Photo by Above All Photography, Ltd.



FOCUSING ON EXCELLENCE

In order to provide excellence, CrossRoad Engineers focuses on key civil engineering services:

- ▶ Transportation Design
- ▶ Site Development Design
- ▶ Construction Inspection
- ▶ Surveying
- ▶ Right of Way Engineering and Acquisition Management

The primary function of the company’s **Transportation Department** is the design of streets, highways, and bridges for municipalities, counties, and INDOT. CrossRoad is integrally involved in the entire project development cycle from scoping through construction punch list. Types of projects include new road construction, added travel lanes, road and bridge rehabilitation and reconstruction, pedestrian enhancements, recreational trails, and intersection improvements. Most notably in regard to intersections, CrossRoad has established itself as a leader in the planning, design, and construction of roundabouts. In the City of Carmel alone, CrossRoad has

CrossRoad’s **Site Development Department** serves clients with residential or commercial projects. The experienced staff provides expertise in all aspects and stages of development, including: feasibility studies; land planning consulting; detailed layout, grading and drainage design; and rezoning and variance issues to ensure that the site is suitable for the client’s needs. The team has successfully designed and permitted projects ranging from large commercial subdivisions spanning hundreds of acres to residential and small, single lot developments. Throughout Indiana, CrossRoad maintains strong relationships with governing jurisdictions’ planning and engineering staffs which prove invaluable for a project’s success.

CrossRoad Engineers provides **Construction Inspection** and management services, including bid advertisement and review assistance, pre-construction coordination, schedule review, and final inspections on locally and federally funded projects. In light of the various methods by which public agencies finance projects, CrossRoad has become a leader



The north elevation of the Waterfront Condominiums at Morse Lake. Cicero, Indiana. Constructed in 2006.

—Photo by CrossRoad Engineers Staff.



Looking south along Michigan Road from Cold Spring Road. Indianapolis, Indiana. Constructed in 2005.

—Photo by CrossRoad Engineers Staff.

in the role of bond management for a number of municipalities.

The firm continually invests in the latest technological tools enabling its professionals to provide the finest in **Surveying** services, including topographic surveys, boundary surveys, land title surveys, and route surveys, all to meet the ever-changing needs of clients and their business environment. In addition, CrossRoad has an experienced and respected team with a large capacity for providing **Right-of-Way Engineering and Acquisition Management** to INDOT and local agencies throughout Indiana.

PAYING IT FORWARD

CrossRoad was not only formed to be a business that meets and exceeds client expectations, but to also meet and exceed the expectations of employees. To reward performance and encourage teamwork, bonuses are given quarterly based on the company's profitability and, because of its high caliber staff, bonuses have been paid every quarter since the company's inception. A tuition reimbursement program is offered for employees to better themselves professionally and, to mark its 15 year anniversary, CrossRoad initiated a college scholarship program benefiting children of employees having 10

Carmel: 'round about right

years of service. A key measure of CrossRoad's success has been a staff turnover rate of nearly zero for the life of the company.

CrossRoad Engineers is an active corporate citizen within the community as well through its continual support of local civic and charitable organizations. The office parking lot regularly plays host to the Indiana Blood Center's Bloodmobile as about 70 percent of employees participate in quarterly blood drives. Refurbished basketball courts in Beech Grove's Sarah Bolton Park were made possible by donations of surveying and engineering services as well as 50 percent of construction costs to improve the popular courts. CrossRoad Engineers also donated surveying, engineering, and inspection services to assist in Johnson County's "Arms of Life" program to improve three railroad crossings with modern signal equipment. Recently, the Keenan-Stahl Boys and Girls Club of Indianapolis received a \$10,000 check from CrossRoad to aid much needed renovations of the Club's library and other facilities. With efforts such as these, the company continues to fulfill its commitment to participate in a major community project on an annual basis.

Looking north along Michigan Road at the new bridge spanning the Indianapolis canal and the White River. Indianapolis, Indiana. Constructed in 2005.

—Photo by CrossRoad Engineers Staff.



Looking northwest into the Hartshire Lakes apartment complex. Bargersville, Indiana. Constructed in 2008.

—Photo by CrossRoad Engineers Staff.

