

**BEFORE THE ARKANSAS STATE BOARD OF PROFESSIONAL ENGINEERS  
AND PROFESSIONAL SURVEYORS**

**IN THE MATTER OF  
Jason Needham**

**ORDER**

On March 10, 2026, the Arkansas State Board of Licensure for Professional Engineers and Professional Surveyors (“Board”), held a hearing pursuant to the Arkansas Administrative Procedure Act, Ark. Code Ann. § 25-15-201, *et seq.* to determine whether to reinstate the Professional Engineer license of Jason Needham (“Respondent”). The Board was represented by Assistant Attorney General Jessica Kloss. The Respondent appeared pro se. Following the formal hearing, the Board found:

**FINDINGS OF FACT**

1. Respondent was issued a Professional Engineer’s license in the State of Arkansas on November 1, 2013.
2. On April 14, 2017, Respondent pled guilty in the U.S. District Court for the Western District of Tennessee to accessing and obtaining information from a protected computer, 18 U.S.C. § 1030(a)(2), a felony.
3. Respondent entered a consent order with the Board on August 6, 2017, where Respondent agreed to the revocation of his Professional Engineer license in regard to his April 14, 2017, felony. He admitted to a violation of 17 CAR § 285-801(a)(3) of the Rules of the Board and Ark. Code Ann. § 17-30-305(a)(2).
4. Respondent’s guilty plea contained admissions of repeatedly accessing, over a two-year period, his former employer, Allen & Hoshall’s, servers to download digitally rendered engineering schematics and more than 100 PDF documents containing project proposals and budgetary documents.

5. Respondent also admitted to accessing, on hundreds of occasions, the email account of a former colleague at Allen & Hoshall, which provided access to the firm's marketing plans, project proposals, company fee structures and the rotating account credentials for the company's internal document-sharing system. Respondent used his unauthorized access to view, download and copy proprietary business information worth over \$500,000.
6. Respondent was sentenced to 18 months in prison and two years of supervised release and ordered to pay \$172,393.71 in restitution to Allen & Hoshall.

#### **CONCLUSIONS OF LAW**

1. Under Ark. Code Ann. § 17-30-305(a)(2), the Board may refuse to issue, restore, or renew a certificate of licensure of a professional engineer who is found guilty of or enters a plea of guilty or nolo contendere to: a crime of which an essential element is dishonesty or a crime that is directly related to the practice of engineering.
2. Findings of Fact 1-6 constitute sufficient grounds for the Board to refuse to restore Respondent's certificate of licensure as a Professional Engineer in the State of Arkansas under Ark. Code Ann. § 17-30-305(a)(2).

#### **ORDER**

**The Board determined to reinstate the Arkansas Professional Engineer license No. 15843 of Respondent Jason Needham effective from the entry of this Order.**

Pursuant to the Arkansas Administrative Procedure Act, Ark. Code Ann. § 25-15-212, Respondent may petition for judicial review of this decision by filing a petition in the Circuit Court of Pulaski County within thirty (30) days after service of this order.

**IT IS FURTHER ORDERED** that the Board shall retain jurisdiction of this matter for purposes of implementing and enforcing this Order.

**IT IS SO ORDERED** this 11<sup>th</sup> day of MARCH, 2026.



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**Keith Sikes, President**  
Arkansas State Board of Licensure for  
Professional Engineers and Professional  
Surveyors