



PROPELLING **FORWARD**

FISCAL YEAR 2024
YEAR IN REVIEW

RS&H

Table of Contents

03

CEO Message

04

RS&H at a Glance

- 05 — National Presence
- 06 — We are Owners, Driven to Care
- 07 — Welcome, HB&A!

08

Delivering Excellence

- 09 — Landmark Projects
- 13 — Sustainable & Resilient Solutions

15

Leading the Industry

- 16 — Industry Engagement
- 18 — Partners for Progress
- 19 — Scholars Program
- 20 — Translating Experience into Insights

22

Strengthening our Culture

- 23 — Our Thriving Teams
- 24 — Fostering Diversity & Inclusion
- 25 — Professional Growth & Development
- 26 — Focused on Safety
- 27 — Work Hard, Play Hard

28

Elevating Our Communities

- 29 — Elevate Fund
- 30 — Supporting Our Communities

31

Executive Team & Board of Directors

32

Conclusion



Unleashing Our Full Potential



Dave Sweeney, PE
Chief Executive
Officer

Achieving Our Vision

Employer of Choice

Excellence in Client
Service

Commitment to
Employee Ownership

This year marked the fourth year of our Next is Now Strategic Plan, which laid the groundwork for achieving our long-term vision. With continued emphasis on Focus—Grow—Perform, we are strengthening the foundation that will allow us to unleash our full potential.

We are thankful for our clients, partners, and associates for collectively driving our progress. It's our collective actions and commitment that inspire us to embrace the future and seize the opportunities that lie ahead.

Driving Performance & Growth

Our shared focus on consistently delivering cost-effective, quality projects through the hard work of our growing, experienced team resulted in exceeding our goals across all performance metrics, including record-breaking sales and backlog. We surpassed our growth goals in our aviation, federal, and transportation markets. We continue to seek out strong companies to join RS&H. HB&A, an architecture and planning firm based in Colorado Springs, joined with RS&H just after we closed our fiscal year and we have more exciting prospects on the horizon.

This continued strategic growth drives our ability to compete for even greater opportunities, undertake impactful projects, and strengthen our employee ownership model.

↑ **32%**
in Net Sales YoY

↑ **35%**
in Net Backlog YoY

Delivering an Exceptional Journey

Our commitment to excellence sets us apart, leading to lasting relationships with our valued clients. This year, we leveraged consistent project reviews, enhanced training opportunities, and proactive client feedback to drive advancements in our client-focused quality and project execution objectives. Our integrated teams capitalized on opportunities to bring full-service capabilities to clients across all our markets, enabling us to meet their unique challenges in an even greater capacity.

Investing in Our People

Amid persistent industry-wide talent and staffing shortages, we made key investments in our learning and development programs, leadership training and succession planning, employee ownership enhancements, and expanded benefits with a focus on retention and attracting top talent. Our progress toward achieving broad employee ownership further differentiates us in the market while supporting a sustainable ownership model that provides the best opportunities for our associates, clients, and communities for generations to come.

As we wrap up our final year of Next is Now and build our next five-year strategic growth plan, I'm continuously reminded that there is nothing we can't accomplish together. I see the strength of our teamwork every day, in both the major milestones and the small – these are the consistent efforts that propel us forward.

Dave Sweeney



RS&H at a Glance

National Presence

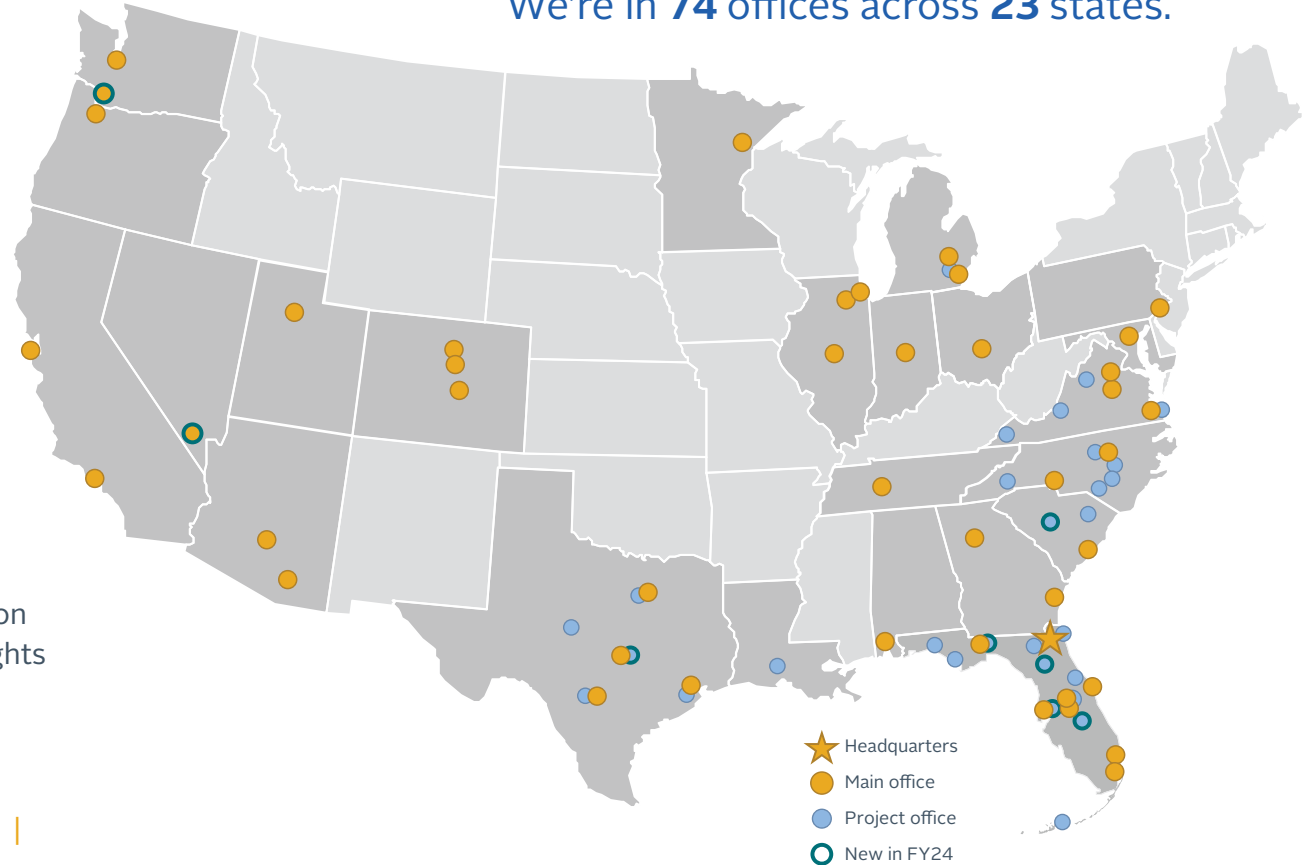
We're in **74** offices across **23** states.

Since 1941, RS&H has set the standard for evolving to meet the ever-changing architecture, engineering, and consulting needs of our clients and communities. Alongside our client partners, we helped launch the national space program, expand the U.S. highway network, and design global airports that connect the world.

We approach every project through application of decades of well-honed expertise with insights that yield innovation with a purpose.

Integrated, Strategic Solutions for

Aerospace | Aviation | Corporate | Federal | Health | Science | Transportation



Engineering News-Record

- #66** Top 500 Design Firms
- #51** Top 100 'Pure' Designers
- #6** Aerospace
- #7** Airports
- #18** Transportation
- #11** Highways
- #33** Manufacturing

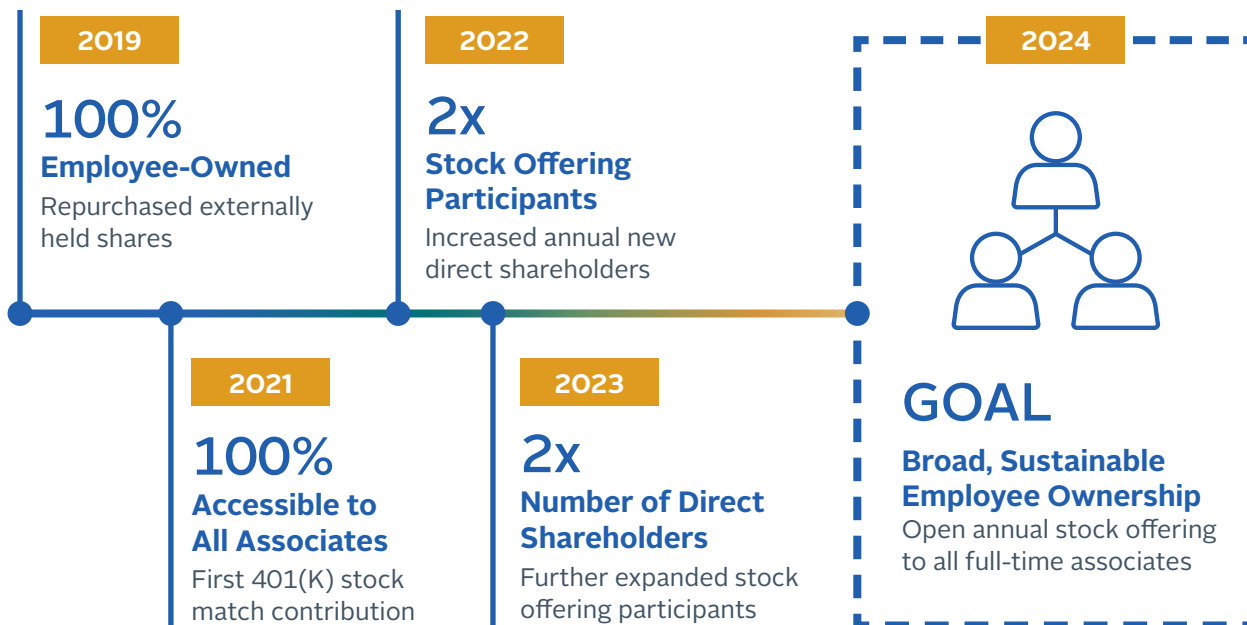
Building Design+Construction

- #33** Giants 400 A/E Firms
- #6** Airport Facilities
- #32** Government Buildings
- #67** Healthcare
- #25** Industrial Sector
- #33** Science & Technology
- #39** Office Buildings
- #7** Military Facility Architecture Firms

We are Owners, Driven to Care

Operating as an employee-owned company has been a cornerstone of RS&H since our founding in 1941. Working together as owners, we align our decision-making with the firm’s values and goals and motivate each other to improve performance in all areas, resulting in shared rewards for our collective success. When we deliver on our objectives, we are taking care of the company, our clients, and each other.

We are committed to enhancing our ownership model so it remains accessible to all and transitions RS&H to future generations.



Core Values



Integrity



Caring



Inclusive



Ownership



Creative



Forward-thinking

Our Purpose

We work hard every day to create a more connected future where everyone can thrive.

The RS&H Difference

We deliver an exceptional journey from start to future. Our integrated teams translate experience into insight, transform challenges into opportunities, and build relationships as strong as the buildings and infrastructure we deliver together.

Welcome, HB&A!



On June 1, 2024, RS&H acquired HB&A, a 26-person architecture and planning firm based in Colorado Springs.

As an established leader in architecture and planning, HB&A brings a strong portfolio of projects working with federal agencies, such as the U.S. Department of Defense, Air Force Academy, Army Corps of Engineers, and Space Force,

as well as local municipalities, county and state government agencies, and private and non-profit clients throughout Colorado Springs and the Colorado Front Range.

Culturally, our two firms share similar values and are focused on providing exceptional client service while positively impacting our communities.



Expanded Opportunities & Services

The acquisition doubles the size of RS&H's federal team and greatly expands our presence in the market and west region.

Additionally, by combining our two firms, we can provide our clients with expanded services and a broader resource pool, while providing associates with greater career opportunities.



Kennedy Space Center Master Planning

Location: Merritt Island, FL

Owner: NASA Kennedy Space Center



Delivering Excellence

Landmark Projects

As an employee-owned firm, care is at the core of who we are. Behind that care is our drive. We know that our work has a lasting impact on the world. Every day, our teams work on projects that positively impact communities for generations to come.



AUS I-35 Capital Express Central

Impact: The proposed addition of two non-tolled, high-occupancy vehicle (HOV) managed lanes in each direction of I-35 will create a more dependable route for the traveling public and alleviate congestion during peak periods for qualifying vehicles.

Location: Austin, TX

Services: Construction engineering and inspection services

Owner: Texas Department of Transportation



Asteroid Sample Curation Facility

Impact: The first asteroid samples collected in space were returned to Earth and analyzed in this first-of-its-kind facility. This world-class laboratory is designed to research, store, and protect extraterrestrial samples from the OSIRISREx and Hayabusa 2 missions.

Location: Houston, TX

Services: Interior design, laboratory planning and design

Owner: NASA Johnson Space Center



Redmond Municipal Airport Terminal Expansion

Impact: Often referred to as the gateway to Central Oregon, the RDM airport is expanding to accommodate recent growth in the region, a significant increase in aircraft traffic, and an increase in passenger travel.

Location: Redmond, OR

Services: Architecture, interior design, terminal planning

Owner: City of Redmond



Joint Interagency Task Force South Command and Control Facility

Impact: A new five-story, 180,000 square-foot, world-class command-and-control facility at Naval Air Station Key West was built with substantial secure areas, an Operations Center, a Network Operations Center, and various administrative areas to enhance U.S. leadership with partner nations supporting regional security.

Location: Key West, FL

Services: Interior design, structural, electrical, and fire protection engineering

Owner: NAVFAC Southeast



Award: Lab Design Excellence in Small Project Design 2024

[Read More →](#)



Wellsburg Arch Bridge

Impact: Crossing the Ohio River, the Wellsburg Bridge is a vital transportation link between northern West Virginia and eastern Ohio communities, helping foster economic growth in the region. RS&H was the lead designer of the design-build team.

Location: Brilliant, OH and Wellsburg, WV

Services: Structural design, design-build

Owner: West Virginia Department of Transportation



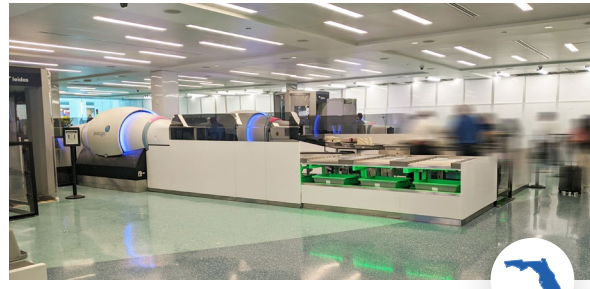
Dallas Fort Worth International Airport General Engineering Consultant

Impact: DFW awarded RS&H with our fourth consecutive civil general engineering consultant contract. We will deliver a wide variety of projects, including both airside and landside designs, supporting DFW's ability to respond to rapid project and program needs at one of the world's busiest airports.

Location: Dallas Fort Worth, TX

Services: Airfield and landside design; design management services, including airfield, electrical, buildings/structural and environmental; and construction management

Owner: Dallas Fort Worth International Airport Board



JAX Airport Security Checkpoint

Impact: The Jacksonville Aviation Authority remains focused on providing exceptional experiences for travelers. An improved security checkpoint offers additional lanes and enhanced concessions areas, accommodating more travelers at JAX.

Location: Jacksonville, FL

Services: Architecture, interior design, terminal planning, IT, life safety

Owner: Jacksonville Aviation Authority



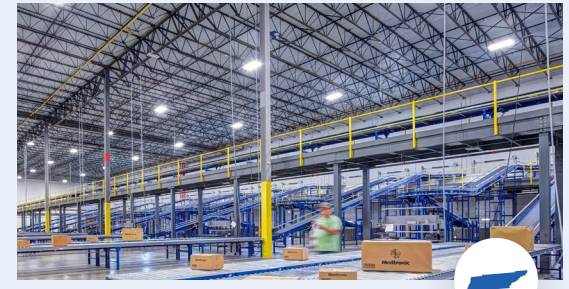
I-95 at US-1 Interchange PD&E Study

Impact: The Florida Department of Transportation partnered with RS&H to conduct an extensive evaluation and create a community engagement program to determine the best possible upgrades for the US-1 interchange, which included widening US-1 and upgrading the bike-pedestrian features to accommodate future travel demand and enhance the pedestrian environment safely.

Location: Ormond Beach, FL

Services: Transportation development

Owner: Florida Department of Transportation



Manufacturing and Distribution Facility

Impact: This essential, state-of-the-art manufacturing, assembly, and distribution facility provides procedural kits for surgical operations, which are tailored to fit the needs of each patient and specific surgery.

Location: Memphis, TN

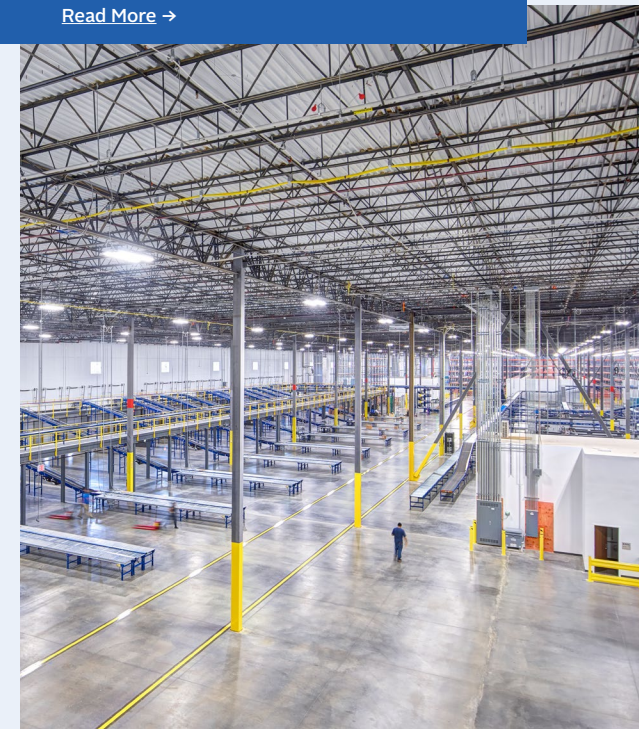
Services: Architecture, interior design, electrical, structural, and fire protection engineering

Owner: Medtronic, Inc.



Blog: 6 Key Considerations for Warehouse, Manufacturing, and Logistics Facility Design

[Read More](#) →





Pediatric Infusion Center at the Orlando Cancer Institute

Impact: This playful design created an inviting space for children undergoing cancer treatments. The facility provides children and their families with access to quality infusion care and supports the whole patient's experience by providing a nurturing and calming space.

Location: Orlando, FL

Services: Architecture, interior design

Owner: AdventHealth



Spaceport America Master Plan

Impact: After extensive stakeholder and public meetings, the New Mexico Spaceport Authority worked with RS&H to produce a master plan for Spaceport America, the first purpose-built commercial spaceport in the world.

Location: Las Cruces and Truth or Consequences, NM

Services: Spaceport planning and operations, aviation planning, multi-modal market assessment, public outreach

Owner: New Mexico Spaceport Authority



Runway 1-19 Rehabilitation and I/19 Reconstruction-North End

Impact: To maintain the airport's safety and functionality for military and airport patrons, the County of Alpena partnered with RS&H on vital infrastructure updates, funding mechanisms, and agency coordination.

Location: Alpena, MI

Services: Construction administration services

Owner: County of Alpena

Award: Air Carrier Airport of the Year & Best Concrete Project



P103 Test Facility at Naval Ordnance Test Unit

Impact: This new mission-critical facility provides a state-of-the-art laboratory for research, development, testing, and evaluation of missiles and guided missile support equipment.

Location: Cape Canaveral Space Force Station, FL

Services: Architecture, interior design, sustainability and resilience, civil, structural, mechanical, and fire protection engineering

Owner: NAVFAC Southeast



The HQ Project

Impact: Part of the MoreRNO airport program, the new headquarters is home to administrative staff and allows for transforming existing terminal and concourse spaces for more local dining, shopping, local artist installations, and architecture inspired by the region.

Location: Reno, NV

Services: Architecture, interior design, landscape architecture, sustainability and resilience, electrical, structural, and fire protection engineering

Owner: Reno-Tahoe Airport Authority



Austin-Bergstrom International Airport Midfield Taxiway

Impact: Upon completion, this project will connect the east and west sides of the airport, facilitate aircraft movement, and provide essential access to accommodate a future concourse addition.

Location: Austin, TX

Services: Project management, engineering, design, construction administration, environmental, electrical, water resources, risk management, and project controls

Owner: City of Austin



SR 30A (US 98) Panama City Beach Parkway

Impact: The widening of SR 30A through the addition of lanes, milling and resurfacing, curb and gutter, sidewalk, drainage improvements, and intelligent transportation systems will alleviate existing and future congestion, and improve overall corridor safety.

Location: Panama City Beach, FL

Services: Construction engineering and inspection

Owner: Florida Department of Transportation



I-14 Central Texas Corridor Study

Impact: The Texas Department of Transportation partnered with RS&H to plan the mobility and connectivity of the future I-14 Central Texas Corridor, an approximately 125-mile corridor segment of the overall system connecting Augusta, GA. The goal is to strengthen connectivity and mobility between military installations and enhance the region's mobility.

Location: Bryan, TX

Services: Transportation planning

Owner: Texas Department of Transportation



Pharmaceutical Headquarters and Manufacturing Facility

Impact: Noven Pharmaceuticals and Hisamitsu Pharmaceutical Co., with almost 300 employees in Miami, are expanding their campus to account for increased capacity. The first building is a 24,500-square-foot, two-story manufacturing facility in South Miami-Dade County.

Location: Miami, FL

Services: Architecture, interior design, structural, and laboratory planning

Owner: Noven Pharmaceuticals



P620 Engine Test Cell Facility for F-35 Aircraft Engine

Impact: This 40-year-old facility is receiving an upgrade to enable testing for F135, F414, TF34, and J85 engines, which is critical to supplying high-performing equipment to U.S. warfighters.

Location: Naval Air Station Jacksonville, FL

Services: Structural, mechanical, electrical, and fire protection engineering

Owner: NAVFAC Southeast



Altamonte Springs Endoscopy Unit

Impact: This renovated unit features state-of-the-art technology for highly specialized medical care and complex procedures. A thoughtful design with unique calming touches helps patients feel at ease.

Location: Altamonte Springs, FL

Services: Architecture, interior design

Owner: AdventHealth



Metro Region Gordie Howe International Bridge

Impact: The new six-lane bridge across the Detroit River between Windsor, Ontario and Detroit, Michigan, is a component of a new end-to-end transportation system.

Location: Detroit, MI

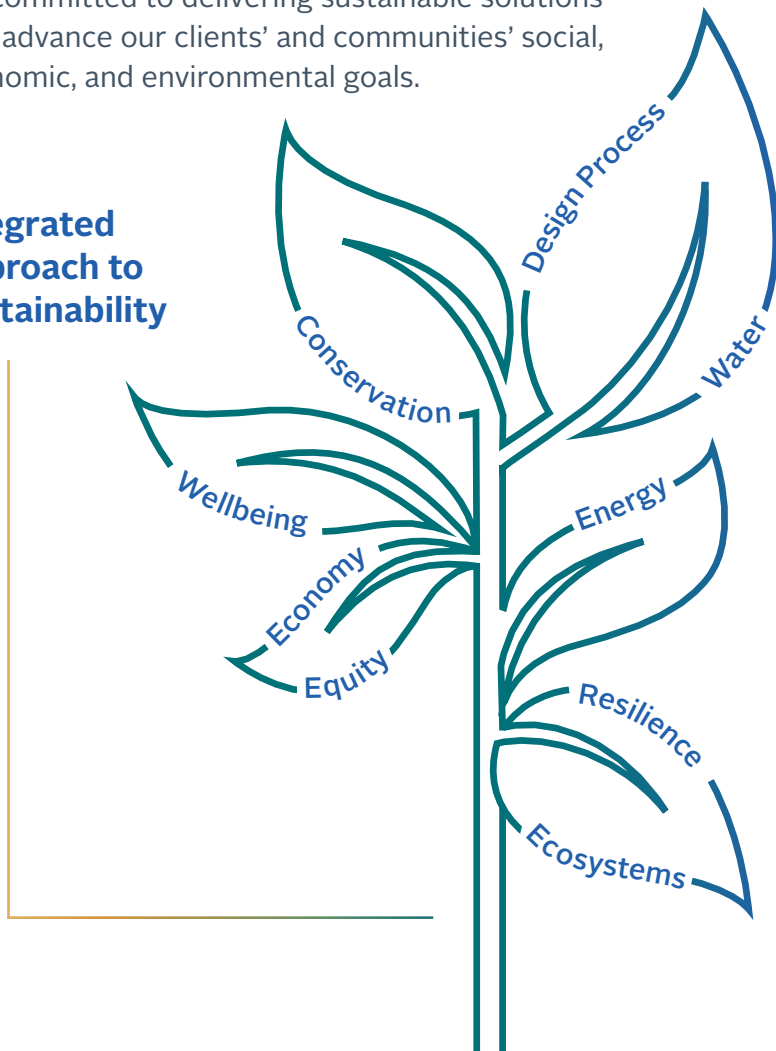
Services: Construction engineering, inspection, and owner's engineer

Owner: Michigan Department of Transportation, Windsor-Detroit Bridge Authority

Sustainable & Resilient Solutions

RS&H's integrated approach to sustainability focuses on resource conservation, efficiency, community engagement, and business success. We are committed to delivering sustainable solutions that advance our clients' and communities' social, economic, and environmental goals.

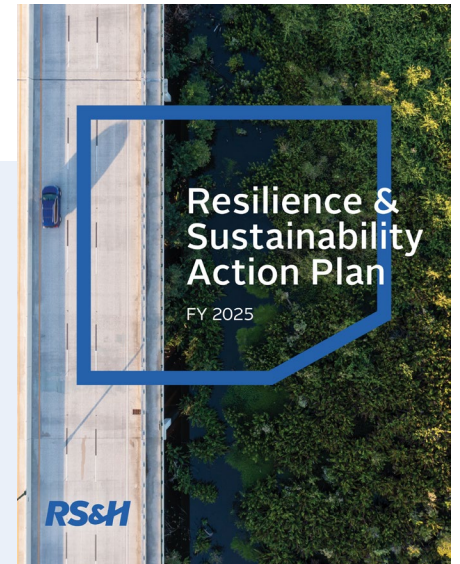
Integrated Approach to Sustainability



2030 Resilience & Sustainability Action Plan

Our Resilience & Sustainability Action Plan is a dynamic and evolving document, a call to climate action, and serves as a critical path toward establishing RS&H as an industry leader in resilience and sustainability.

[Read More →](#)



Driving Millions in Savings for our Clients

Working with the Defense Commissary Agency (DeCA) since 2003, RS&H has helped document millions of savings over the past two decades, while supporting the client's goals in energy, water, and waste reduction.



Energy Reduction
1,055 GWH*



Water Reduction
1,276,800 KGAL*



Waste Diverted
925,400 TONS*

**Statistics are cumulative from 2007–2023*

Sustainable Project Highlights

Transforming Airports with Envision



RS&H's programmatic approach helped Tampa International Airport achieve Envision verification and serves as a model for airports to effectively integrate sustainability practices into past development and future planning.

[Read More →](#)

CO 119 Safety & Mobility Improvements & Bikeway Project



Impact: To prepare for the projected 25% increase in vehicular traffic by 2040, this project makes traveling through "The Diagonal" corridor safer for all by completing critical intersection improvements, a commuter bikeway, pedestrian bridges, Bus Rapid Transit (BRT), queue bypass lanes, and traffic signal upgrades to provide transit priority.

Location: Boulder/Longmont, CO

Owner: Colorado Department of Transportation

Net-Zero Energy Audit and Microgrid Feasibility Study



Impact: To improve energy consumption, the City of Albuquerque partnered with RS&H to audit its major aviation facilities to understand site characteristics, existing power distribution systems, evaluation of on-site solar array concepts, and the feasibility of associated battery storage and microgrid systems. The audit also provided recommendations to improve the city's energy consumption.

Location: Albuquerque, NM

Owner: City of Albuquerque, Aviation Department

Johnson Space Center Engineering Consolidation Phase 1A



Impact: Designed for LEED Silver or Two Green Globes Certification, the new facility will support fabricating components for space vehicles and space flight support equipment while remaining sensitive to the historic significance of the campus.

Location: Houston, TX

Owner: NASA Johnson Space Center



Leading the Industry

Industry Engagement

Our associates are committed to moving the industry forward by taking active roles in professional organizations, sponsorships, speaking opportunities, university competitions, and conference engagements.



Healthcare Design Conference & Expo

Jessica Whitlock, RID, CHID, IIDA, Jennifer Youssef, AIA, ACHA, LEED AP, and Victoria Villarreal, Assoc. AIA, EDAC, presented the role of evidence-based design in transforming healthcare.



Florida Puerto Rico District ITE Annual Meeting

Alex Bourne, PE, PTOE, RSP2, received the Outstanding Section Award at the annual FLPRITE meeting.



BioFlorida

Michael Vascellaro AIA, NCARB, spoke on building laboratories to accommodate the growing life sciences work in Florida.



Institute of Electrical and Electronics Engineers Congressional Visit Day

Kurt Clemente, PE, RCDD, LEED AP BD+C, met government officials at the U.S. Capitol Building to present position papers related to engineering.



American Institute of Architects Florida Convention

Jackson Garber was recognized for his AIA Student Excellence award-winning thesis on greenery in urban environments.



Colorado Transportation Symposium

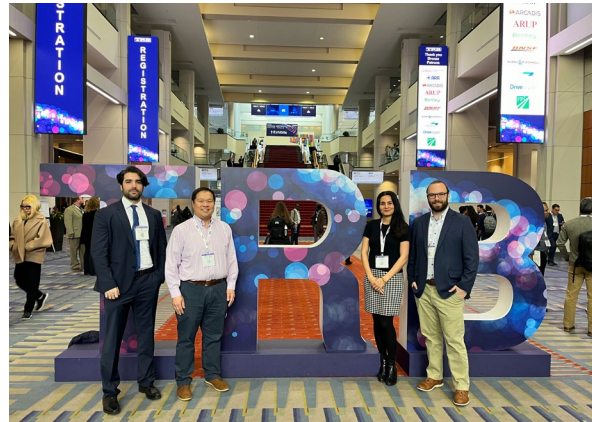
Jo Ann Yesia, PE, spoke on a panel called "Thoughts on Leadership from Colorado Transportation Leaders of Color."

Florida Public Relations Association Golden Image Awards

Madelene Skinner, APR, received an Award of Distinction for RS&H's Countdown to Artemis 1 Launch digital promotion marketing campaign.

Florida Airports Council 2023 Education & Training Summit

John Lengel Jr., PE, ENV SP, spoke about operational challenges with the chemical contaminate per- and polyfluoroalkyl substances. Ben Moore, AICP, LEED AP O+M, GPCP, ENV SP, spoke about introducing electrification and alternative fuel vehicle fleets as the new normal.



American Association of Airport Executives Corporate Committee

Christopher Greene was appointed chair of the AAEA Corporate Committee for two years.



Oregon Association of Minority Entrepreneurs

Our Pacific Northwest team participated in several events with OAME, including giving presentations and attending networking events.

Transportation Research

MJ Javadinasr, Francis Tang, Zahra Pourabdollahi, PE, PhD, and Andrew Poszich, PE, attended the Annual Meeting of the Transportation Research Board and participated in a poster presentation.



Women's Transportation Seminar Baltimore Chapter

WTS Baltimore recognized Janie Tiedeman, PE, for helping women flourish and advance in their transportation careers with a Champion Award.



Airport Consultants Council Young Professionals Innovation Competition

John Holmes, PE, and Courtney Gantt, ENV SP, were paired with young professionals to write a paper on electric vehicles. Kaitlyn Zych, EI, and Michaela E. O'Connor, EI, supported a paper on geothermal heating and cooling, which led them to a first-place win.



American Institute of Steel Construction Student Steel Bridge Competition

Brock Sullivan led his team of University of Florida students to victory in the National Competition.

45th Airport Consultants Council Annual Conference

Johnny Jackson Jr., PE, was elected to serve on the ACC Board of Directors.

Partners for Progress

Our commitment to advancing DE&I takes many forms, including our passion for building partnerships with disadvantaged and minority-owned businesses nationwide.

These relationships strengthen everyone – our firm, partners, clients, and communities.



Increasing Equity in Transportation Infrastructure

In this reference guide, RS&H's Galina Leiphart, PE, ENV SP, uncovers how you can incorporate equity into your projects to better serve the needs of the community.

[Read More →](#)

Mentor-Protégé Programs

We have a long history of mentoring in federal and state formal mentor-protégé programs, which help small businesses win work and succeed through partnerships with more experienced companies. We currently serve as a mentor through the U.S. Small Business Administration (SBA) Program.



CEMS Engineering, Inc.

CEMS is a small business enterprise that provides a wide range of services to both federal and non-federal markets. Serving as their mentor from 2017-2023, we continue to partner on numerous federal projects across the nation.



S&B Christ Consulting, LLC

We serve as a mentor to S&B Christ Consulting, LLC, a service-disabled veteran-owned and economically disadvantaged women-owned small business that provides design and construction management services.



FutureState Events

Now in the program's third year, our FutureState networking events strive to actively broaden our connections and create greater chances for diverse and specialized companies to explore collaboration opportunities with RS&H and other larger organizations.

This year, we held events in Austin, Dallas, Denver, Portland, San Antonio, and Seattle.



DOD SkillBridge Program

During this fiscal year, RS&H became a partner of the U.S. Department of Defense's SkillBridge Program, which helps to support active services members transition into the private sector.

Scholars Program

In its third year, RS&H's Scholars Program provides 501(c)(3) organizations with funds for scholarship awards to advance underrepresented groups in STEM education and the AEC industry.

Welcome Anjum Suchita, National Organization of Minority Architects Fellow!

NOMA Fellowship recipient Anjum Suchita accepted our offer for an academic year part-time position, which led to a full-time position upon graduation.



In FY24, RS&H donated a total of **\$76,000** through the Scholars Program.

Architects Foundation Award

\$20K
(\$4K over five years)

Thrive Scholar Program

\$50K
(Founding members of Jacksonville, FL chapter)

Society of Women Engineers Award

\$1K

Women's Transportation Seminar Grants

\$5K



Meet two RS&H Scholarship recipients playing a pivotal role in shaping the future.

[Learn More →](#)

Translating Experience into Insights



RS&H subject matter experts leveraged multiple channels to advance the industry and nurture connections with clients and partners.



Webinar Series

Value Add for 3D Designs– Deconstructing Digital Delivery

Digital transformation is revolutionizing the transportation industry, and with the aid of 3D design, you can optimize your endeavors and extract maximum value.

[Watch Now →](#)



Insights, Blogs, & White Papers

Airport Emissions Reduced Through Electrification Planning

Ben Moore, AICP, LEED AP O+M, GPCP, ENV SP, and Ozzie Gonzalez, PE, ENV SP, discuss how to navigate the integration of electric vehicle charging infrastructure to achieve client sustainability and resilience goals.

[Read more →](#)

Why Risk Assessment is the Key to Project Procurement

Mike Davis, PE, outlines the importance of assessing all potential risks early in the project development process.

[Read more →](#)

Applying Evidence-Based Design to Achieve Ultimate Success on Your Next Project

Jennifer Youssef, AIA, ACHA, LEED AP; Jessica Whitlock, NCIDQ, CHID, IIDA; and Victoria Villarreal, Assoc. AIA, EDAC highlight strategies for maximizing functionality and innovation in the design of healthcare facilities.

[Read more →](#)

The Dos and Don'ts of Design Charrettes

If you're going to host a design charrette for your next big project, follow these guidelines by expert Philip Robbie, AIA, OAA, LEED AP.

[Read more →](#)

Mental Health in the AEC – Sympathy vs Empathy

Mental Health awareness affects everyone, so how can we address these statistics within our circle of family, friends, and colleagues?

[Read more →](#)

AdventHealth Altamonte Springs Mother-Infant Unit Renovation

To provide the ultimate patient and medical professional experience, AdventHealth converted 10 existing patient rooms into five state-of-the-art patient spaces.

[Watch Now →](#)

Live Your Life Well: Mental Health Awareness in the AEC Industry

Our panelists have an open and candid conversation about how we, as an industry, can act now to prioritize mental health awareness.

[Watch Now →](#)



Podcasts



How To Become an Architect

This episode addresses what this means for those taking the first steps towards a career as an architect.

[Listen now →](#)

Crucial Leadership Skills for AEC Professionals, Part 1 & 2

Senior Vice President and thought leader Tom Everett, PE, shares crucial characteristics and leadership skills for AEC professionals.

PART 1

[Listen now →](#)

PART 2

[Listen now →](#)



The State of Transportation

Jim Hullett, Executive Vice President of Business Growth Strategy, discusses the state of transportation.

[Listen now →](#)



How To Become an Engineer

Dr. Ryan Shamet, Assistant Professor at the University of North Florida's College of Computing, Engineering & Construction, discusses engineering education requirements, the ramifications of AI tools, and how the industry can nurture and retain talent.

[Listen now →](#)



Airport Resiliency and Sustainability with Tampa International

Sustainability and Resilience Program Director for Tampa International, Eric Caplan, and Sustainability Leader for RS&H, Ben Moore, AICP, LEED AP O+M, GPCP, ENV SP, discuss airport resilience and sustainability.

[Listen now →](#)



Engineering Bridges: Bridging Gaps, Connecting Stories

National Bridge Practice Leader Matt Chynoweth, PE, shares some of his most memorable career projects, insights into trends and best practices, and advice for aspiring professionals.

[Listen now →](#)

Architecture in the Federal Sphere with Richard Stump

Vice President, Richard Stump, AIA, LEED AP BD+C, F.SAME, joins AEC Perspectives for an insightful conversation about working in the federal sphere.

[Listen now →](#)



Navigating Trends and Challenges in Construction Management

Doug Geiger, PE, Executive Vice President of Construction Management, discusses trends and challenges in current construction management.

[Listen now →](#)



Top 50% of podcasts worldwide



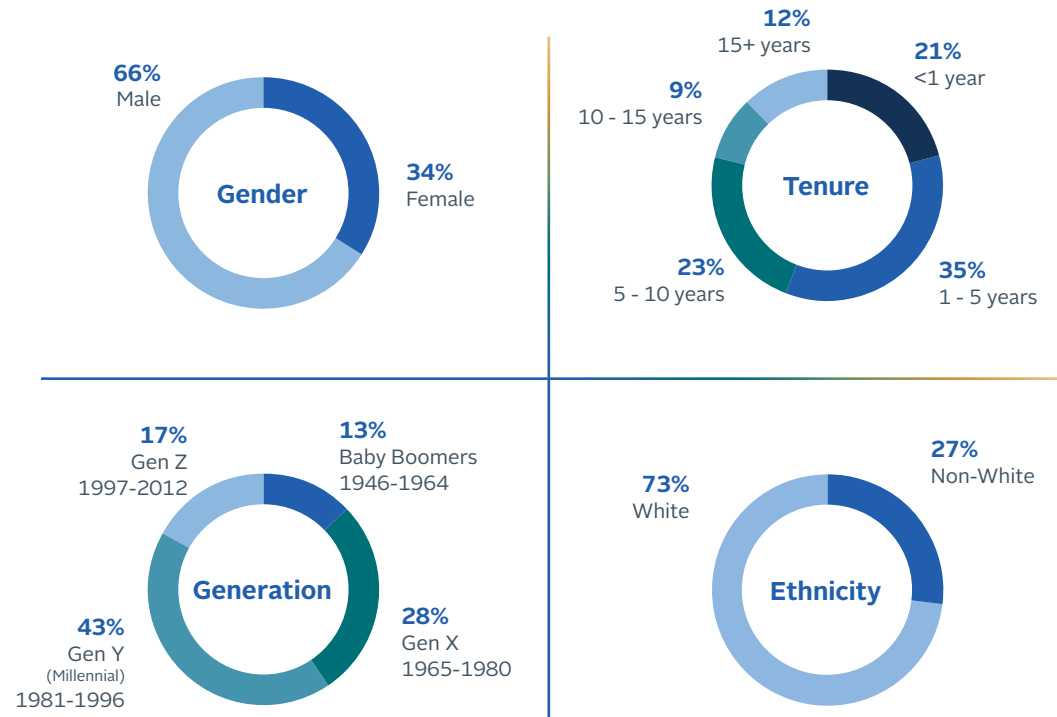
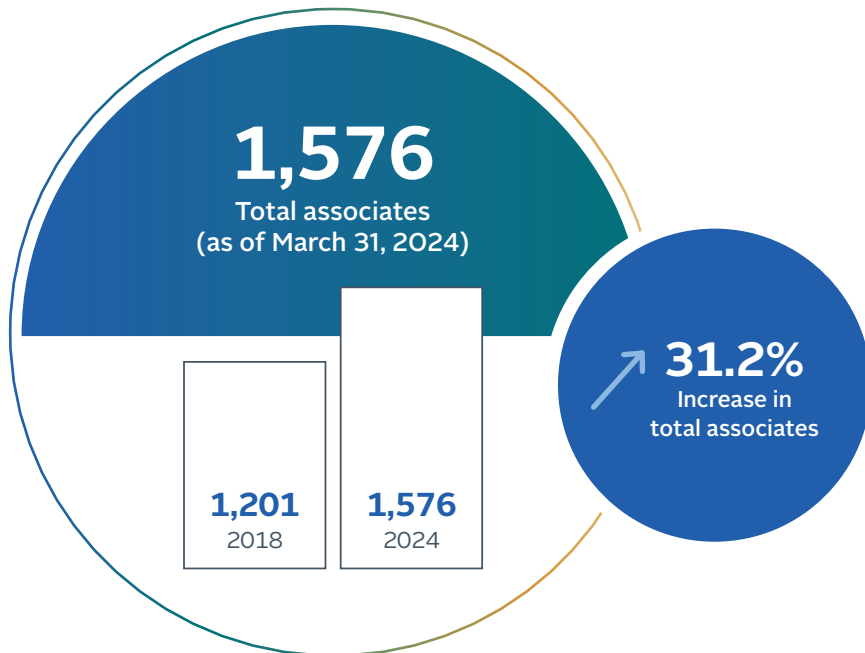
Strengthening Our Culture

Our Thriving Teams

Inclusive and diverse teams promote collaboration, innovation, and teamwork, leading to better outcomes for our clients and communities. As an employee-owned firm, we commit to fostering an environment where every associate feels they belong, are valued, and can contribute. It's not just a commitment for today — it's a journey that we, as an organization, commit to every day.

What We Love About Our Company

In our FY24 engagement survey, associates shared what they appreciated most about working at RS&H:



478 Licensed Engineers

80 Licensed Architects

84 Veterans

76 LEED Accredited

170+ Other Types of Licenses/Professional Certifications

Fostering Diversity & Inclusion

This fiscal year, we launched a Diversity, Equity, & Inclusion Steering Committee to guide our efforts in developing and implementing a comprehensive DE&I strategy. The committee audited existing DE&I policies and practices, explored opportunities to expand our employee resource groups and initiatives, and evaluated measurable benchmarks.

These efforts culminated in identifying **four DE&I pillars**—our roadmap for the future.



Over the past year, our employee resource groups continued to impact and give a voice to underrepresented communities.



For Juneteenth, our Black Professional Network hosted a virtual networking event, and for Black History Month, they recognized African Americans in the arts who shaped our communities throughout the month.



Our Women's Professional Network raised \$7,866 for the National Breast Cancer Foundation. It hosted the networking event Ignite Connections, a book club, and several Ignite Presents Webinars featuring women in leadership. Ignite also recognized Women's History Month with a virtual panel discussion featuring Api Appulingam, PE, AEE, Chief Development Officer of Philadelphia International Airport.



Our LGBTQ+ Professional Network celebrated Pride Month by hosting their annual bingo charity fundraising event for the Trevor Project, a non-profit focused on suicide prevention efforts for the LGBTQ+ community. This year, RS&H donated over \$7K.



Professional Growth & Development

We equip and empower our associates to grow their careers through various avenues. By investing in our associates' learning and professional development, we foster a culture of excellence, innovation, collaboration, and ownership. In FY24, we made significant enhancements to our learning resources, training programs, and goal setting processes.

Strategic Focus on Learning, Growth & Development

Our professional and development growth initiatives extend into FY25 and beyond as we continue to strive toward our vision of being the employer of choice.



NEW Learning Management System

This year, we launched BLUEprint, a new learning management system that offers up to 65,000 courses for online learning opportunities. BLUEprint provides the platform to build all our learning and development needs, with courses such as new associate orientation, leadership development, professional and technical training, and more.

Expanded In-Person & Virtual Trainings



Crucial Conversations Training Course



Enhanced Project Management



New Leader Summit

Focused on Safety

Our passion for safety ensures all associates are aware of potential risks, know how to avoid them, and in the event of an incident, are aware of how to address it and minimize harm quickly. Our goal is to send all associates home to their loved ones every day.

National Work Zone Awareness Week

Hear from some of our construction management associates on why work zone safety is so important.

[Watch now →](#)



Safety

Because we C.A.R.E.



Commitment
Action
Resources
Engagement



Emergency Response Action Plans

We introduced 26 new Emergency Response Action Plans in the last fiscal year.



Office Safety Champion Network

We've continued to expand our culture of safety by adding more Safety Champions across the firm. These individuals help educate and inform associates on new safety practices and serve as liaisons with our safety team.



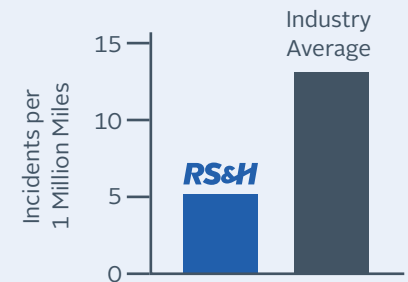
Incident Reporting App

After rolling out our new incident reporting app last year, we focused on strategies for increasing adoption and consistent use to ensure we capture incidents and near misses.



Fleet Training on Distracted Driving

In August, we hosted three live, mandatory sessions on curbing distracted driving for those with company vehicles. RS&H's crashes per million miles driven rate is less than half the industry average, with about 5 incidents per 1 million miles.



Work Hard, Play Hard

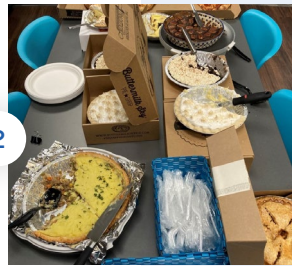
Central to building a thriving culture is a solid work-life balance. Between the impactful projects we work on daily, we make time to step away from our desks and recharge together.



1



2



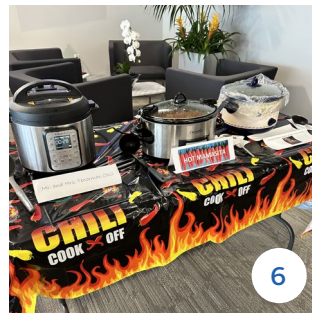
3



4



5



6



7



8

1. **83rd Anniversary Celebration**
Denver associates celebrate RS&H's anniversary by sporting blue!
2. **Pi Day**
Offices across the country celebrate Pi Day.
3. **Holiday Get-Togethers**
Teams got together in person and virtually to celebrate the holidays.
4. **Halloween**
Atlanta associates celebrate Halloween with a costume contest.
5. **Earth Day**
The Denver Office Sustainability Committee hosted a Plant Potting Happy Hour.
6. **Chili Cook-Off**
Some food, fun, and a little friendly competition—annual chili cook-off in Tampa.
7. **Breaking World Records**
RS&H answered the call from clients at Sugarloaf School to help successfully break the world record for the most people singing and performing the dance to “Baby Shark.”
8. **RS&H Celebrates with JaxChamber**
Jacksonville associates celebrated with the JaxChamber at their 138th Annual Meeting.



Elevating our Communities

Elevate Fund

RS&H's Elevate Fund provides grants to nonprofit organizations that focus on helping people and the environment, supporting children and youth programs, and enhancing education.

In FY24, RS&H awarded more than

\$90,000 to **13** organizations.

We've donated a grand total of

\$574,975 since the program's start in 2018.



September 2023

\$47,400

The Tuskegee NEXT Foundation	\$5,000
Center for Independent Living in Central Florida	\$5,000
BeHeard Movement	\$5,000
Cycle Movement, Inc.	\$5,000
Circle Camps	\$10,400
Magdalena House	\$7,000
Communities in Schools of Jacksonville	\$5,000
CASA of DuPage County	\$5,000

February 2024

\$44,065

Mathcounts	\$8,000
Girl Scouts of Gateway Council	\$8,565
Pine Castle	\$7,500
Cathedral Arts Project	\$10,000
CASA of Kane County	\$10,000

Supporting our Communities

Our commitment to caring extends beyond our job sites and offices. Across the nation, we take pride in supporting our communities.



- Adaptive Halloween Event**
Jacksonville associates helped build adaptive Halloween costumes designed to fit on top of wheelchairs for six local children.
- Gracepoint Foundation**
Tampa associates attended the Stronger Than Stigma event to raise mental health awareness. Levy Nguyen, RA, AIA, LEED AP BD+C, and Daniel Bennett, RA, revealed designs for Florida's first women-only behavioral health hospital.
- 10th Annual Build-Putt-Give**
Jacksonville associates took home the "Spookiest Hole" award for their mini golf course built from non-perishable food donations.
- Children's Network of Hillsborough**
Tampa associates went shopping for a good cause, fulfilling wishes for 30 children.
- Boys and Girls Club**
Jacksonville associates created warm holiday memories for local kids at the Boys and Girls Club Volunteer Christmas Cheer Event.
- Charlotte Douglas International Airport 5k**
Charlotte associates participated in a 5k race on the runway to raise funds for aviation careers at Central Piedmont Community College.
- Best Buddies Friendship Walk**
Jacksonville associates walked to further the charity's mission of inclusion and advancement for people with intellectual and developmental disabilities.
- Special Olympics Annual Plane Pull**
Raleigh associates dressed in pirate-themed outfits and pulled a 50,000-pound CRJ900, raising more than \$1,000.
- Habitat for Humanity**
Tampa associates spent a Saturday helping build a home for a local family.
- HandsOn Nashville – STEM KITS**
RS&H associates put together 300 STEM activity kits for HandsOn Nashville to distribute to Metro Nashville Public Schools.
- Golfing for a Good Cause**
Colorado office associates sponsored and participated in the Colorado Department of Transportation's Helping Hands and Colorado Asphalt Pavement Association's Women in Asphalt Spring Golf Tournaments.
- CANstruction**
Dallas associates created artistic structures using canned food to benefit North Texas Food Bank.

Executive Team

RS&H's leadership team serves as stewards of our company's essence, values, and purpose. As respected professionals in their fields and fellow employee owners, they lead RS&H in a direction that ensures we provide best-in-class client service and are considered the employer of choice in the industry.

In 2023, we welcomed Tara Wineinger as Chief People Officer to design and lead our strategy for building, engaging, and retaining our exceptional workforce. In early 2024, Carlo Morgano joined as the new Chief Technology Officer to lead the firm's technology vision to enable and accelerate business objectives.



Dave Sweeney, PE
Chief Executive
Officer



Amy Davis, CPA
Chief Financial
Officer



Carlo Morgano
Chief Technology
Officer



Lisa Robert, PE
Chief Operations
Officer



Marlon Starr, Esq
Chief Legal
Officer



Tara Wineinger
Chief People
Officer

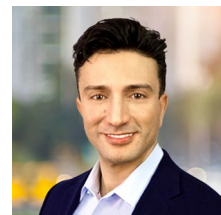
Board of Directors

RS&H's board of directors includes members of the firm's senior leadership team and independent members with diverse business and leadership experience in government, business, finance, education, and technology. Our board advises, governs, and assists our leadership team in developing RS&H's long-term vision and goals, recommending actions that support the firm's growth, purpose, and core values to achieve its vision.

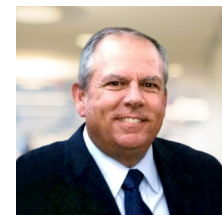
Independent Members



David Gaboury, PE
Chair & Former CEO
of Terracon



Hicham Abdessamad
Chair & CEO of
Hitachi America, Ltd



Henry Puente
CEO of the
Ware Group, Inc.



Lizanne Thomas
Chair of Corporate
Governance Practice
& Partner at
Jones Day

Internal Members



Dave Sweeney, PE



Amy Davis, CPA



Lisa Robert, PE



Conclusion

Reflecting on the past fiscal year, our firm has witnessed remarkable achievements across various business sectors, demonstrating resilience, adaptability, and a forward-thinking mindset during changing market conditions. Looking towards the future, we remain steadfast in our goal of unleashing our full potential by providing exceptional client service and advancing our employee-ownership culture. We're poised to capitalize on emerging opportunities and challenges thanks to the continued dedication of our associates.

Thank you to our associates, clients, partners, and communities for your invaluable contributions towards transforming our vision into a reality.