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## A Legacy of Creating Tomorrow, Together

Fiscal Year 2026 marked an important chapter in RS&H's story as we celebrated our **85th year**—a milestone that reflects client trust, talented associates, and a culture built to last. The year was defined by strong performance, purposeful investment, and the continued strength of our employee ownership model. As we reflect, we do so with appreciation for what has been achieved and confidence in the firm we are building for clients, associates, communities, and partners alike.

Across our markets and service lines, RS&H teams delivered meaningful results while advancing the strategic priorities of Amplify 2030 rolled out in July 2025. We focused on disciplined execution, strengthened key client relationships, and made targeted investments in systems, capabilities, and talent to support long-term, sustainable growth. In a dynamic industry environment, our organization demonstrated resilience, adaptability, and a clear commitment to quality and service.

At the same time, we remained grounded in who we are. Employee ownership continues to shape how we think, act, and make decisions—reinforcing accountability, collaboration, and a focus on the long-term. Our sustained emphasis on safety, wellness, leadership development, and community engagement reflects a belief that strong firms are built by caring for each other and honoring our responsibilities to our clients and communities.

### Responding to the Market—With Focus and Credibility

As we marked 85 years of service, we paired optimism with discipline by taking deliberate actions aligned to market realities:

- Client led growth: Doubling down on trusted client relationships and repeat work, with focus on sectors and programs where RS&H's capabilities and experience create the greatest value.
- Targeted investment: Prioritizing capital and talent toward digital enablement, delivery excellence, and leadership depth—while maintaining disciplined financial management.
- Operational rigor: Strengthening systems, processes, and governance to improve predictability, resilience, and scalability across the enterprise.

Looking ahead, RS&H enters the future with momentum and clarity of purpose. A foundation of strong client relationships, an engaged and growing associate base, disciplined execution, and a clear strategic direction positions us well to navigate change and seize opportunity. Progress at RS&H is not defined by any single milestone, but by the consistent, collective effort of our associates working together to deliver solutions that inspire.

To our clients, associates, and partners, thank you for the trust and collaboration that make our work possible. Together, we will continue building on our 85 year legacy—creating tomorrow through shared ownership, shared responsibility, and a commitment to excellence.

With gratitude,

A handwritten signature in purple ink, appearing to read 'Lisa Robert'.

**Lisa Robert, PE**  
Chief Executive Officer



# 85 Years of RS&H: Lasting Purpose & Impact

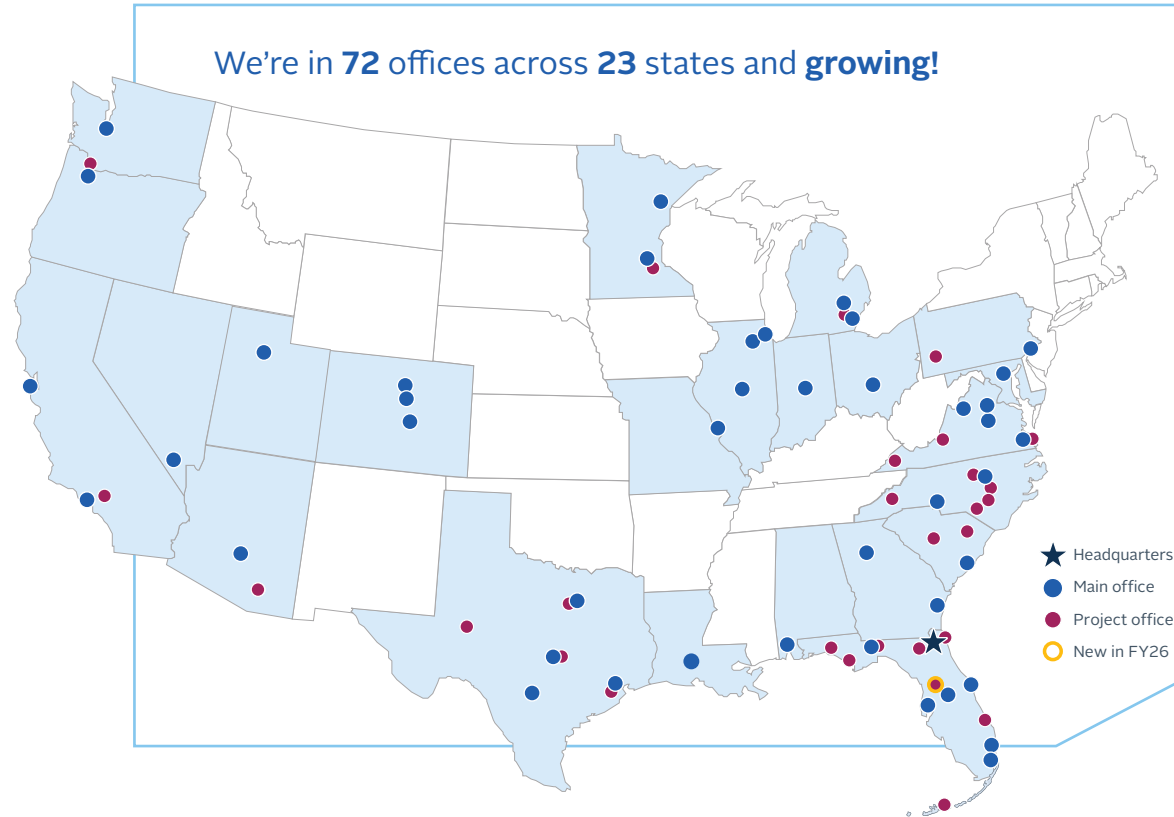
## A National Firm with Local Accountability

Since 1941, RS&H has partnered with clients to shape a brighter tomorrow through architecture, engineering, and consulting solutions. Together, we've launched the national space program, expanded the U.S. highway network, partnered on mission-critical military efforts world-wide, and designed global airports that connect people and possibilities. Every milestone reflects our shared vision, where expertise and bold ideas ignite innovation and create lasting impact.

### Integrated, Strategic Solutions for

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

We're in **72** offices across **23** states and **growing!**



**Architectural Record**

**#44**  
Top 300 Architecture Firms

**Engineering News-Record**

|  |                              |                        |
|--|------------------------------|------------------------|
| <b>#44</b><br>Top 100 'Pure' Designers | <b>#7</b><br>Aerospace       | <b>#6</b><br>Airports  |
| <b>#53</b><br>Top 500 Design Firms     | <b>#15</b><br>Transportation | <b>#12</b><br>Highways |

**Building Design + Construction**

|   |                                     |                                  |                                       |                                 |
|---|-------------------------------------|----------------------------------|---------------------------------------|---------------------------------|
| <b>#30</b><br>Giants 400 A/E Firms      | <b>#4</b><br>Military Facilities    | <b>#11</b><br>Airport Facilities | <b>#15</b><br>Government Buildings    | <b>#35</b><br>Laboratory Design |
| <b>#38</b><br>Workplace Interior/Fitout | <b>#44</b><br>Outpatient Facilities | <b>#47</b><br>Office Buildings   | <b>#62</b><br>Medical Office Building | <b>#71</b><br>Healthcare        |

## Purpose, Vision & Values

For 85 years, employee ownership and a culture of care have shaped how RS&H works, leads, and serves. Our refreshed purpose, vision, and values carry that legacy forward—uniting every associate behind the work of creating tomorrow, together.

### ► PURPOSE | Why We Exist

## Creating Tomorrow, Together

### ► VISION | How We Fulfill Our Purpose

## Delivering Solutions That Inspire

### ► VALUES | Our Guiding Principles

**Integrity**

**Accountability**

**Curiosity**

**Teamwork**



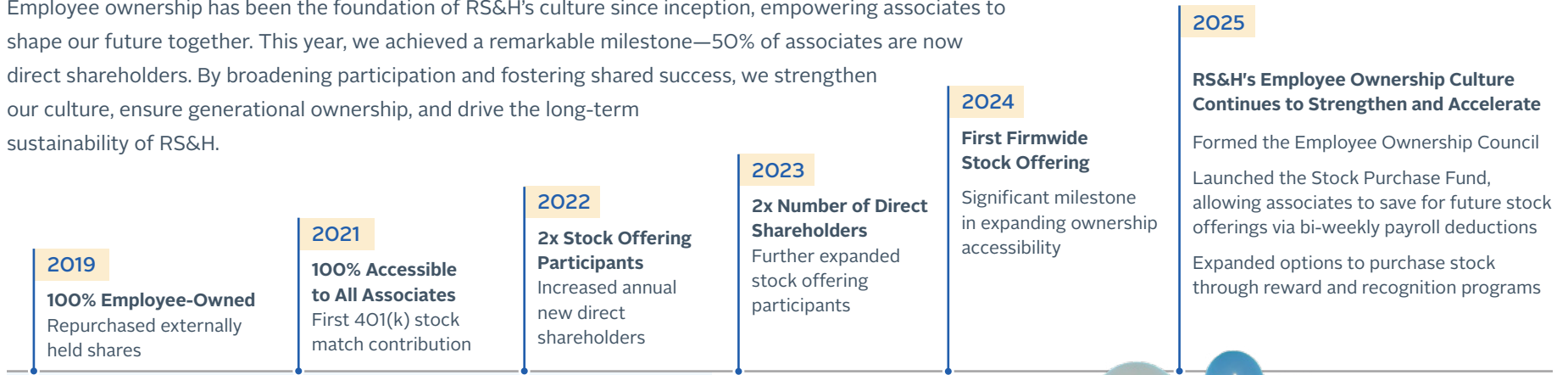
### The Foundation of RS&H

CEO Lisa Robert, PE, shares the backstory behind RS&H's refreshed purpose, vision, and values.



# Employee Ownership: A Strategic Advantage

Employee ownership has been the foundation of RS&H's culture since inception, empowering associates to shape our future together. This year, we achieved a remarkable milestone—50% of associates are now direct shareholders. By broadening participation and fostering shared success, we strengthen our culture, ensure generational ownership, and drive the long-term sustainability of RS&H.



## Our Journey to Broad-Based Employee Ownership

**50%** of associates are now direct shareholders, a 10-point increase Year-over-Year (YoY)

**↑13%**  
in Net Revenue YoY

**↑10%**  
in Net Backlog YoY



# Strategic Direction: Amplify 2030

Amplify 2030, our strategic plan launched in FY26, charts an aspirational and achievable course for the future of RS&H. Built on four priorities and powered by every associate, it's how we turn shared ownership into shared impact—and how each of us helps create something special.

## Our Promise

Our brand is more than a name—it's a promise we uphold in every interaction. Rooted in our core values, we are united in how we work, lead, and serve.

- ▶ ELEVATE ASSOCIATE ENGAGEMENT
- ▶ PRIORITIZE CLIENT EXPERIENCE
- ▶ STRENGTHEN COMMUNITIES

## Delivery Excellence

We set the standard for operational and technical excellence, delivering consistent, high-quality results that enable growth, agility, and scale.

- ▶ MODEL PROJECT EXCELLENCE
- ▶ LEAD TECHNICAL EXCELLENCE
- ▶ OPTIMIZE PROCESSES & SYSTEMS

## Transformative Innovation

We embrace innovation, leveraging our industry and market insights to deliver smarter, faster, and more transformative solutions that meet the evolving needs of our clients.

- ▶ INVEST IN INNOVATION
- ▶ DELIVER DIGITAL SOLUTIONS
- ▶ EMBED ASSOCIATE-CENTERED AI

## Prosperous Growth

We are a prominent national AEC leader, recognized for our market leadership, deep and diverse expertise, and lasting partnerships.

- ▶ BROADEN OUR REACH
- ▶ ORGANIZE FOR OUTCOMES
- ▶ EXPAND REVENUE STREAMS



**Delivering Results  
that Matter**

## Driving Progress Through Innovation

Delivering solutions that inspire means turning every project into an opportunity to shape a better future. The work we do shapes how people live, move, heal, learn, and explore. From runways to research labs, hurricane recovery to humanity's return to the Moon, RS&H teams turn complex challenges into infrastructure that communities depend on—today and for generations to come.



### Aerospace



#### Our Journey Back to the Moon and Beyond

**Impact:** RS&H's multidisciplinary expertise is at the heart of NASA's Artemis program, driving humanity's return to the Moon and the pursuit of interplanetary exploration. By advancing critical infrastructure, such as Mobile Launcher-1 modifications, Emergency Egress Systems, and lunar sample curation laboratories, RS&H transforms visionary goals into tangible achievements, enabling a sustainable lunar presence and laying the groundwork for future Mars missions.

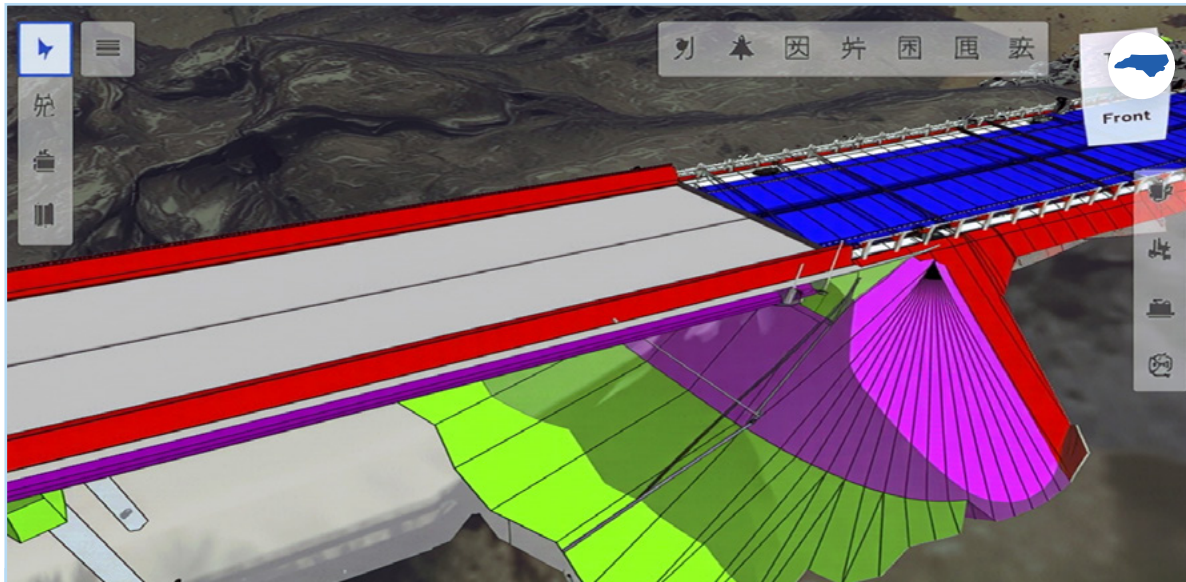
**Owner:** Multiple federal agencies

**Location:** Different locations across the U.S.

**Services:** Full suite of architecture, engineering, and consulting



## Transportation



### What is Digital Delivery?

Leveraging 3D models and digital data to streamline planning, design, construction, and maintenance. RS&H drives this transformation with tailored strategies, training, and asset management solutions, ensuring efficient, sustainable, and future-ready infrastructure for owners and their stakeholders.

Learn more about Digital Delivery, read [Charting the Course: A Framework for Digital Delivery in Transportation Infrastructure](#) by Sam Worthy, PE.

### Digital Delivery Program Management

**Impact:** NCDOT leads the way in modernizing transportation workflows, streamlining project data delivery across every phase. With RS&H's expertise, this ongoing effort enhances efficiency, increases connectivity, and builds stronger, future-ready infrastructure for North Carolina's communities. Together, we are implementing digital technologies to advance our industry.

**Owner:** North Carolina Department of Transportation

**Location:** Statewide, NC

**RS&H Services:** Program management



### CO 119 Safety, Mobility, & Bikeway

**Impact:** CDOT transformed CO 119 with nine miles of bikeway, ITS, and BRT stations. RS&H overcame design and environmental challenges to deliver safe infrastructure, on schedule for the Boulder and Longmont communities.

**Owner:** Colorado Department of Transportation & Regional Transportation District - Denver

**Location:** Boulder County, CO

**RS&H Services:** Pre-construction support, construction management, construction, engineering, and inspection (CEI), and testing services



### I-10 from Heights Boulevard to I-45

**Impact:** TxDOT focused on enhancing mobility and safety along I-10, preserving Houston's vibrant neighborhoods and natural resources, and ensuring seamless access for businesses, residents, and pedestrians in this dynamic urban corridor.

**Owner:** Texas Department of Transportation

**Location:** Houston, TX

**RS&H Services:** CEI



### I-40 Pigeon River Gorge Emergency Repair

**Impact:** Restoring safe and reliable connectivity, RS&H partnered with NCDOT to overcome geotechnical challenges in the Appalachian Mountains, ensuring the swift reopening of I-40 and revitalizing the region's mobility, economy, and environmental harmony after Hurricane Helene's devastation.

**Owner:** North Carolina Department of Transportation

**Location:** Haywood County, NC

**RS&H Services:** CEI, environmental compliance support, materials testing, stakeholder coordination, and documentation



### I-81 Owner's Rep

**Impact:** Enhancing safety and reliability, RS&H is supporting VDOT in transforming the 325-mile I-81 Corridor, connecting communities, businesses, and educational institutions, into a more dependable route, ensuring smoother travel and economic vitality for Virginia's residents and industries.

**Owner:** Virginia Department of Transportation

**Location:** Multiple Counties, VA

**RS&H Services:** Program management, design, construction, environmental, financial, traffic, ITS, outreach, safety, and agency coordination services



### I-70 West Vail Pass Auxiliary Lanes

**Impact:** By enhancing safety, reducing congestion, and preserving natural surroundings, the I-70 West Vail Pass Auxiliary Lanes project ensures smoother, safer journeys for Colorado travelers. RS&H partnered with CDOT to deliver innovative solutions that meet community and environmental needs.

**Owner:** Colorado Department of Transportation

**Location:** Vail Pass, CO

**RS&H Services:** Highway, bridge, drainage, ITS, trail design, construction phasing, environmental mitigation, signing, and striping services



### Region 2 Bridge Bundle Design-Build

**Impact:** CDOT revitalized 17 critical rural bridges, enhancing safety and mobility across southeastern Colorado. Finishing early, the project saved \$2M, showcasing Colorado's dedication to resilient infrastructure and thriving communities.

**Owner:** Colorado Department of Transportation

**Location:** Multiple Counties, CO

**RS&H Services:** Schedule oversight, contract administration, quality assurance, testing, design compliance review, and construction support



### Golden Glades Interchange

**Impact:** Transforming South Florida's mobility, the Golden Glades Interchange upgrades enhance safety, reduce congestion, and strengthen vital connections for residents, travelers, and freight operators—building a resilient foundation for the region's economic and community growth.

**Owner:** Florida Department of Transportation

**Location:** Miami-Dade County, FL

**RS&H Services:** Final design, post-design, technical oversight, and community engagement



**Award:** CDOT Best Environmental Project and American Council of Engineering Companies (ACEC), Colorado, Engineering Excellence



### Roy D. Bridges Bridge Planning Charrette

**Impact:** RS&H partnered with Cape Canaveral Space Force Station to restore the Roy D. Bridges Bridge, ensuring safe hurricane evacuation, preserving natural beauty, enabling spacecraft transportation, and enhancing long-term infrastructure resilience. This vital project safeguards access to Cape Canaveral Space Force Station while prioritizing sustainability and community impact.

**Owner:** Air Force Civil Engineer Center/National Aeronautics and Space Administration/United States Space Force

**Location:** Cape Canaveral, FL

**RS&H Services:** Structures, transportation development, and aerospace infrastructure



### Middle Fork Road Hurricane Helene Emergency Repairs

**Impact:** Restoring safe access to the Middle Fork Road community, RS&H partnered with NCDOT to deliver innovative, rapid solutions amidst evolving challenges, ensuring residents could reconnect and rebuild after Hurricane Helene's devastating impact.

**Owner:** North Carolina Department of Transportation

**Location:** Bat Cave, NC

**RS&H Services:** NEPA, public involvement, and roadway design



### 22nd Street–Kino Parkway to Tucson Boulevard

**Impact:** By replacing aging infrastructure with segmental bridges, the City of Tucson enhances mobility, safety, and connectivity for all. RS&H's expertise ensures an exceptional and efficient delivery, transforming 22nd Street into a vital, accessible corridor for the community's future.

**Owner:** City of Tucson Department of Transportation & Mobility

**Location:** Tucson, AZ

**RS&H Services:** Pre-construction, procurement, compliance, utility coordination, design review, cost analysis, and grants



### Cumberland Feasibility Study

**Impact:** Guiding Cobb County's vision for a connected future, the Cumberland Feasibility Study identified a transformative site for a multimodal transit center, enhancing accessibility and supporting the region's vibrant growth in retail, residential, and entertainment development.

**Owner:** Cobb County Department of Transportation

**Location:** Cobb County, GA

**RS&H Services:** Integrated transit planning, site selection, and stakeholder-focused development support



### I-4 (SR 400) at Daryl Carter Parkway Interchange

**Impact:** Connecting Orlando's growing community, the I-4 at Daryl Carter Parkway Interchange enhances safety, reduces congestion, and provides seamless access to key destinations for residents and tourists alike.

**Owner:** Florida Department of Transportation

**Location:** Orlando, FL

**RS&H Services:** CEI, contract administration, stakeholder coordination, and quality assurance



**Award:** ACEC, Georgia, Engineering of Excellence, Award of Merit



## Aviation



### What is Envision Verification?

A sustainability and resilience framework for horizontal infrastructure projects. Projects integrating Envision are more resource-efficient, achieve enhanced social and community outcomes, and **reduce construction and operational risk**.

Learn more about Envision Verification, read [Two Years Post AIRO Guide: How the Aviation Industry is Using Envision Today by Courtney Gantt, ENV SP](#).

### Salt Lake City International Airport (SLC) Taxiways U-V

**Impact:** Enhancing connectivity and sustainability, this project empowers SLC to achieve their environmental, social, and governance (ESG) goals, reduce costs, and secure FAA funding—delivering long-term benefits for travelers and the community through innovative collaboration.

**Owner:** Salt Lake City Department of Airports

**Location:** Salt Lake City, UT

**RS&H Services:** Airfield, bridge, tunnel, and roadway engineering; construction administration, and Envision Verification



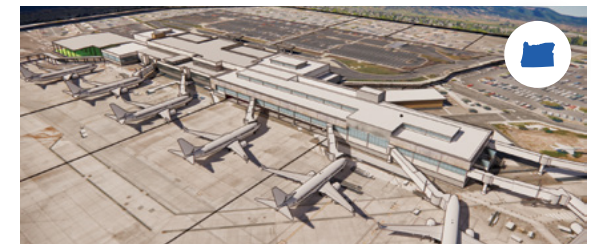
### Miami International Airport (MIA) Restroom Renovation

**Impact:** Supporting MIA's commitment to modernization and operational excellence, RS&H delivered advanced, sustainable restroom solutions that transform the passenger journey. This collaboration enhances flow and comfort, proving that creating tomorrow, together starts with the details that matter most.

**Owner:** Miami-Dade County, Aviation Department

**Location:** Miami, FL

**RS&H Services:** Architecture design



### Rogue Valley International-Medford Airport (MFR)

**Impact:** RS&H is supporting MFR's efforts to expand its terminal to meet tomorrow's needs, strengthening community connections and paving the way for a thriving, connected future in Rogue Valley.

**Owner:** Jackson County Airport Authority

**Location:** Medford, OR

**RS&H Services:** Architecture design



### Van Nuys Airport (VNY) Taxiway Reconstruction Program

**Impact:** Los Angeles World Airports spearheaded the reconstruction of 11 taxiways to VNY's main runway, enhancing safety and efficiency. With RS&H's design and coordination, the project delivered lasting improvements to support future growth and connectivity.

**Owner:** Los Angeles World Airports

**Location:** Van Nuys, CA

**RS&H Services:** Engineering and construction administration



### Wilmington International Airport (ILM) Terminal Improvements and Parking Garage

**Impact:** RS&H partnered with the airport to deliver terminal and parking upgrades that enhance travel, foster regional growth, and create a welcoming gateway for Wilmington's residents and visitors.

**Owner:** New Hanover County Aviation Authority

**Location:** Wilmington, NC

**RS&H Services:** Design, engineering, technology, and construction management services



### Charlotte Douglas International Airport (CLT) 4th Parallel Runway Program

**Impact:** Supporting CLT with sustainable solutions, RS&H's design and Envision Verification services for the 4th Runway Program enhance resilience, efficiency, and community value—pioneering a greener, more connected future for generations to come.

**Owner:** City of Charlotte - Department of Aviation

**Location:** Charlotte, NC

**RS&H Services:** Runway and taxiway design, stormwater, NAVAIDS, airfield lighting, signage, and Envision Verification



### Tucson International Airport (TUS) Checked Baggage Inspection System Modernization

**Impact:** Tucson Airport Authority is driving community progress by modernizing TUS's baggage system. Partnering with RS&H, the project enhances security, improves operations, and elevates passenger experiences—creating a more secure and efficient future for all travelers.

**Owner:** Tucson Airport Authority

**Location:** Tucson, AZ

**RS&H Services:** Architecture design



### Future-Proof Your Airfield Through Smart, Single-Runway Airport Construction



Zachary Seed, PE, shares experiences and insights from the Myrtle Beach International Airport (MYR) Runway Rehabilitation Program, where the team led with curiosity and out-of-the-box thinking, adding a parallel taxiway fit for a temporary runway while MYR's main runway underwent full reconstruction.



## Federal



### North Colorado Springs Readiness Center

**Impact:** Closely collaborating with multiple stakeholders, RS&H brought Colorado Army National Guard's vision to life: a LEED® Platinum facility that enhances mission readiness and community strength through innovative, sustainable design.

**Owner:** Colorado Army National Guard

**Location:** Colorado Springs, CO

**RS&H Services:** Architecture design



**Award:** LEED® Platinum AIA Design Citation Award - Colorado South Chapter



### The Power of Partnership in Action

Explore how deep collaboration, structured methodologies, and shared purpose drive innovative solutions, enabling mission-critical projects like the Alpena Combat Readiness Training Center (CRTC) runway repair to achieve exceptional outcomes efficiently and effectively.



## Corporate



### USACE Japan OPS 11 Flight Simulator Facility

**Impact:** RS&H is collaborating with the USACE to deliver the OPS 11 Flight Simulator Facility to advance pilot training, enhance mission readiness, support regional collaboration, and strengthen U.S.–Japan partnerships.

**Owner:** U.S. Army Corps of Engineers, Japan Engineering District

**Location:** Misawa Air Base, Aomori, Japan

**RS&H Services:** Building engineering



### P-103 Engineering Test Facility

**Impact:** Together with NAVFAC Southeast, the RS&H team accelerated the delivery of a resilient facility, advancing U.S. Navy readiness and innovation to support the development of cutting-edge technologies for the communities our armed forces serve.

**Owner:** Naval Facilities Engineering Systems Command, Southeast

**Location:** Cape Canaveral, FL

**RS&H Services:** Architecture design



### PNC Retail Bank Expansion Program

**Impact:** To support PNC Bank's \$2 billion expansion initiative, RS&H designed the current prototype and is collaborating to deliver 300+ new locations nationwide by 2030. This program aims to improve access to financial services in local communities and contribute to long-term community development.

**Owner:** PNC Bank

**Location:** National

**RS&H Services:** Architecture, interior design, and building engineering



## Healthcare



### Altamonte Springs Hospital Lobby

**Impact:** AdventHealth's vision for a welcoming, future-ready hospital experience came to life through RS&H's collaborative design, enhancing comfort and care for patients, visitors, and the community the hospital serves.

**Owner:** AdventHealth

**Location:** Altamonte Springs, FL

**RS&H Services:** Architecture and interior design



### Project HelixCore

**Impact:** With a visionary 40,000-square-foot facility blending clinical care and stem cell innovation, our confidential client is advancing regenerative medicine to redefine patient care and inspire a healthier, more promising future for generations to come.

**Owner:** Confidential

**Location:** Confidential

**RS&H Services:** Architecture



### Texas Oncology Cancer Center

**Impact:** RS&H worked alongside McKesson & Texas Oncology to bring their vision to life as a state-of-the-art cancer center designed for the future. This new 100,000-square-foot facility brings together cutting-edge technology and compassionate support, enhancing oncology care and making a positive impact throughout the community.

**Owner:** McKesson/Texas Oncology/Cottonwood Development Partners

**Location:** Plano, TX

**RS&H Services:** Architecture, interior design, and building engineering



### Detroit Metropolitan Airport (DTW) CDC Port Health Station

**Impact:** Collaborating with the Wayne County Airport Authority, RS&H delivered a critical frontline defense at DTW. This Center for Disease Control and Prevention Port Health Station empowers global health readiness, safeguarding international travelers, and helping our communities thrive with enhanced protection and resilience.

**Owner:** Wayne County Airport Authority

**Location:** Detroit, MI

**RS&H Services:** Architecture design



### Topping Out

A major milestone in any project, an exciting time when design becomes reality!



**Award:** Engineering News-Record Best Projects, Midwest, Award of Merit



WTS  
ROSA PARKS DIVERSITY  
LEADERSHIP AWARD  
RS&H Employee Resource Groups  
**RS&H**  
Welcome to the 21<sup>st</sup> WTS Gala | Austin, Texas

# Shaping the Industry Through Expertise



## Harnessing Experience to Drive Insights

Our expertise grows through true partnership. By uniting our knowledge and experience with our clients and partners, we advance the profession collectively. With a spirit of mutual respect and a commitment to learning together, we foster innovation and pursue shared growth—working side by side to turn challenges into opportunities that create lasting progress for our communities and our industry.



### Navigating Environmental Excellence: NEPA Assignment for State DOTs

Using insights from the Texas Department of Transportation's success with a streamlined NEPA Assignment, Al Alonzi examines the program's transformative potential.



### Utah Transportation Conference

Tom Everett, PE, led the Mental Health Matters Panel, discussing the challenges faced by highway and transportation professionals, and strategies to reduce mental health stigma.



### Bridging the Gap: Collaborative Solutions to Commercial Leakage in Tolling

In this white paper, Wendy Griffin, CPM, and Dean El-Baz, PE, discuss strategies to reduce revenue loss and build a sustainable tolling system.



### EFCG's 2026 CFO of the Year

The prestigious award recognizes Amy Davis, CPA's distinguished financial leadership, disciplined stewardship, and sustained commitment to strengthening RS&H's competitive position.



**Inside Atlanta International's Sustainability Initiatives with Dr. Quinta Warren**

In this podcast, special guest Dr. Quinta Warren joins RS&H's Ben Moore, AICP, LEED® AP O+M, GPCP, ENV SP, to explore how Hartsfield-Jackson Atlanta International Airport is pioneering environmental and social transformation within the aviation industry.



**Building the Future: Leadership, Talent, and the Evolving AEC Workforce**

Josh Gadsby, PE, Kaan Akcay, and Michelle Price explore leadership's role in overcoming workforce challenges and shared practical strategies for fostering resilience and growth.



**Bridge Inspections Done Smarter: How Drones Reduce Risk, Cost, and Disruption**

Corey Rogers, PE, and Scott Brown discuss how drones for bridge inspections are improving inspector safety and reducing traffic disruptions and costs for bridge owners.



**Collaboration and Innovation in Federal Market Leadership**

R. Scott Grainger, PE, Cheryl Fromme, PE, and Jeremy Adams, PE, discuss how their military and civil service backgrounds drive innovative, collaborative approaches to deliver exceptional value in federal projects worldwide.



AEC Perspectives is a one-stop podcast for what's happening in the industry for all things architecture, civil engineering, planning and construction management. In every episode, leading industry professionals and influencers will discuss emerging trends, best practices, navigating life in the industry, and more!



### First Coast ITE Presentation

Ashley Finley, PE, PTOE, and Amanda Richters, PE, PTOE, presented on a Northeast Florida transportation project, highlighting our safety and operational analyses.



### Florida Institute of CFOs 2025 Rising Star

Ansley Vaughn was honored to receive this year's rising star award.



### FES Ridge Chapter Engineer of the Year

Brent Wilkins, PE, DBIA, was honored to receive this year's award, which recognizes his exceptional contributions to the engineering field.



### Young Engineer of the Year

Kunal Tanwani, PE, was named the 2026 Houston "Young Engineer of the Year." Honored for technical excellence and leadership, Kunal's recognition highlights his contributions to engineering and transportation innovation.



### ACEC-NC Future Leaders Program

Tony Laws, Jr., PE, graduated from the ACEC-NC Future Leaders program, a rigorous initiative focused on building industry knowledge, leadership, and business skills.



### Order of the Long Leaf Pine Award

Bucky Galloway was honored with this prestigious award from the Governor of North Carolina, which recognizes individuals for their exemplary service to the state and their communities.



### OAA Annual Conference

Prakriti Khanal, PE, and Sarah Finello, PE, led a session on airport pavement management and maintenance, while Paul Strack discussed the new OAA airport manager credentialing program.



### IBTTA Young Professionals Council

Josh McRae, PE's, enthusiastic support for the tolling industry earned him a feature in an IBTTA Young Professionals Council Spotlight article.



### TexITE ITE Annual Meeting

Liz High, AICP, GISP, ENV SP, was selected for the TexITE2025 Transportation Achievement Award in the Individual category, and the City of San Antonio Bike Network Plan was recognized in the Planning category.



### Airport Business Top 40 Under 40

Chelsie Bush, AIA, LEED GA, DBIA, and Tarryn Little, PE, were nationally recognized in Airport Business magazine's distinguished Top 40 Under 40 list for their exceptional contributions to the industry.



### 2025 Corporate Award from LAMA

RS&H was honored at the annual conference, reflecting our pride in serving the Lafayette community and LAMA.



### Recognized by SAME Jacksonville Post

RS&H was recognized as the top Medium Sustaining Firm of the Year, and Summer Roseborough was named Volunteer of the Year!



# Our People & Culture of Ownership

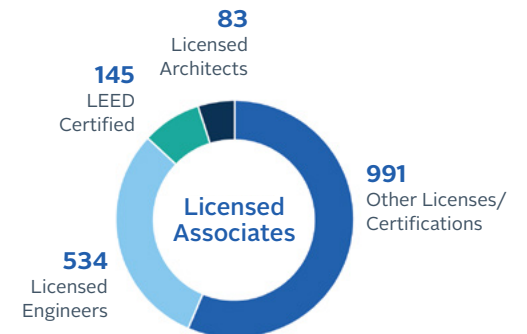
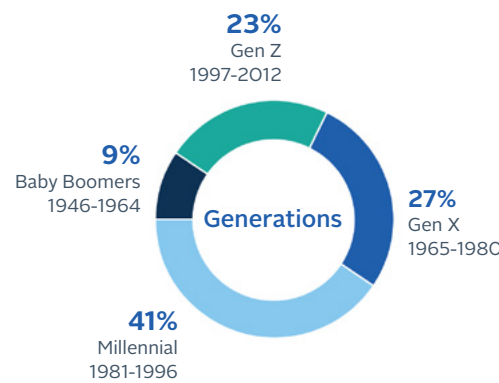


During our FY26 engagement survey, associates shared what they enjoy the most about working at RS&H:

-   
Employee Ownership
-   
Work/Life Balance & Flexibility
-   
Transparency in Communication
-   
Feeling Valued & Supported
-   
Strong Future & Trust

## Sustaining Success Through Shared Dedication

At RS&H, employee ownership means each associate takes personal responsibility for results—fueling the company’s growth and resilience. Our multi-generational workforce thrives on open feedback, collaboration, and shared knowledge. This ownership mindset shifts our focus from short-term gains to long-term care, empowering us to grow together and build a sustainable future for our associates and the communities we serve.



# Connect, Learn, Contribute

Our employee resource groups are grassroots communities, built and led by associates who want to connect, learn from one another, and strengthen the culture we share. Every group is open to every associate—because the best ideas, friendships, and growth happen when people show up for each other.



## FY 26 HIGHLIGHTS Programs & Impact

**250+**  
Associates engaged

**39th**  
Annual MLK Jr. breakfast

**4**  
Fireside chats

Field trip to the National Center for Civil and Human Rights



## FY 26 HIGHLIGHTS Programs & Impact

**340+**  
Associates engaged

**\$8,000**  
Raised for the National Breast Cancer Foundation, bringing the fundraising total to **\$39,470** total since 2020

**101 Series**  
Strengthened business acumen with topics: Leadership Identity, Financial Planning 101, and Benefits 101

Annual Book Club connected associates nationwide



## FY 26 HIGHLIGHTS Programs & Impact

**95+**  
Associates engaged

**\$8,000**  
Raised for the Trevor Project, bringing the fundraising total to **\$29,090** since 2022

**30+**  
Associates average event attendance

Held workshop and virtual PRIDE meeting with external speakers



## Welcoming HONOR to our ERGs

Launched on Veterans Day in 2025, HONOR is RS&H's newest employee resource group, dedicated to supporting veterans, active-duty service members, military families, and all associates who champion the military community.

**90+**  
Associate Veterans

## Inspire, Collaborate, Achieve

Empowering associates with the tools and opportunities they need to grow and advance their careers is one of our top priorities. In FY26, we expanded our professional development programs, enriched training resources, and aligned individual goal-setting with firmwide initiatives. As we look to the future, we remain committed to fostering a culture of continuous development, ensuring RS&H is a place where our associates can thrive throughout their professional journey.



## Project Management Academy Launches

In our commitment to fostering professional growth and operational excellence, RS&H launched the Project Management Academy—a comprehensive program designed to equip project managers with the knowledge, tools, and experience needed to succeed in their roles.



Our internal knowledge-sharing platform offers micro-learning sessions, enabling associates to gain insights from peers and apply that knowledge for their clients and projects.

Pass the Mic published nine episodes in FY26, with approximately **a third of associates watching** one or more episodes.

### EPISODES

1. AI & Data in Transportation
2. Energy Microgrids, Part 1
3. Energy Microgrids, Part 2
4. Stock Valuation
5. NEPA Assignment
6. Airport Terminal Seating
7. Planning 101
8. Market Research & Analysis
9. Conference Experience & Engagement

# Leadership Development Program

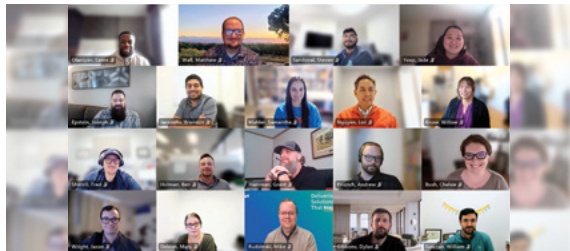
Our in-person and virtual programs equip leaders with skills to inspire teams and drive success, laying the foundation for a strong future.



Officer Leadership Summit



Crucial Conversations



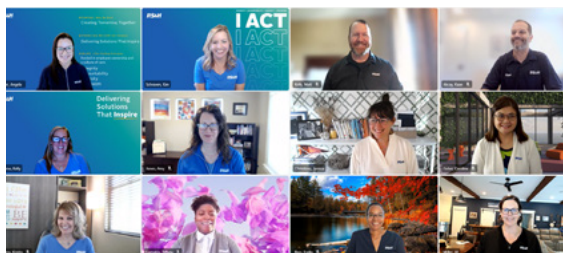
The 6 Critical Practices for Leading a Team



Presentation Skills Class



The 4 Essential Roles of Leadership



Change Management Trainings



Now in the second year of our learning management system, we focused on optimization, consistency, and engagement during onboarding and training for associates. BLUEprint is enabling us to actively grow through a culture of self-directed learning and informed onboarding across our associate population.

**18,569** Completed Trainings  
Across All Learning Types

**2,554** Discretionary Learning  
Enrollments



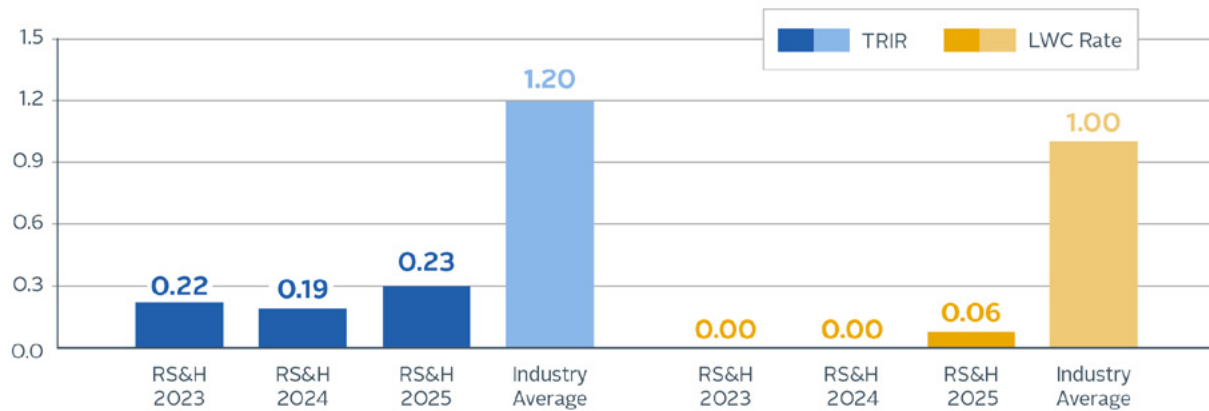
The Design Academy strengthens RS&H's architecture design culture by fostering innovation, collaboration, and excellence, while uniting emerging leaders through experiential learning to build a more connected, capable, and growth-ready practice.

# Prioritizing Safety & Wellness

The well-being of our associates and the community is central to our purpose. Through a proactive, comprehensive safety program, we identify and address potential risks, ensuring successful project execution while upholding our commitment to every associate returning home safe each day.

## FleetResponse & Distracted Driving Prevention

In FY26, our fleet vehicles drove over **9 million miles** and worked over **3 million hours**, while achieving a crash rate of just 1.83 per million miles. This outstanding performance is considered “World Class” according to the Network of Employers for Traffic Safety.



**Total Recordable Incident Rate (TRIR):**  
A measure of the number of recordable OSHA incidents per 100 full-time workers during a one-year period.

**Lost Workday Case (LWC) Rate:**  
A metric that measures the total number of working days lost within a workplace due to occupational injury or illness.



**Safety**  
Because we C.A.R.E.

## Safety Champions Network

Our Safety Champions Network is a vital component of our commitment to maintaining a proactive and engaged safety culture across all our offices. In FY26, we recorded **over 300 hours** of Safety Champion Meeting participation.



**Award:** RS&H received the National Safety Council's [Occupational Excellence Achievement Award](#) for our Health & Safety performance in 2025.

# Work Hard, Play Harder

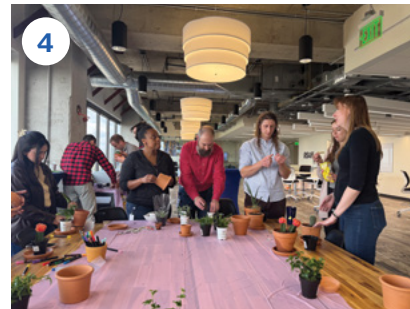
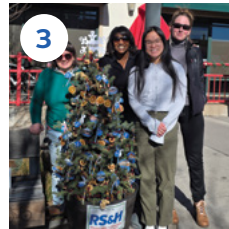
In a world that never slows down, taking time to recharge and connect with others is crucial. Teams regularly find creative ways to balance hard work with moments of fun and camaraderie that bring us closer together.



## 85th Anniversary Office Celebrations!

Associates across the firm celebrated RS&H's 85th birthday with in-office and virtual trivia, food, and fun.

1. **Viva Fiesta!** Associates honored San Antonio's culture by designing a custom medal, a cherished tradition of trading and collecting citywide.
2. **Mismatched Sock Day** Reminds us that just like people, socks don't need to match to be a perfect pair.
3. **Growing Holiday Cheer** Offices team up to decorate, celebrate, and plant lasting joy through the Festival of Trees!
4. **Earth Day Plant Potting** A different spin on happy hour. Associates have started a tradition to decompress from a long day by potting plants on Earth Day.
5. **Trick or Treat?** Offices across the country celebrated Halloween with plenty of tricks and treats to go around.
6. **Nothing Like a Little Holiday Spirit!** Associates endearingly covered a coworker's office with wrapping paper while they were on vacation.
7. **All Hands on Deck!** Associates came together for an all-hands day, showcasing projects, enjoying field games, and sharing a delicious BBQ lunch.
8. **Grateful Hearts and Full Plates** Associates gathered nationwide to celebrate Thanksgiving, share laughs, and reflect on all we're thankful for this year.



## Annual Associate Awards

Every year, our [Annual Associate Awards](#) program offers a chance to highlight employee owners who bring RS&H's culture, purpose, and vision to life.

### EXCELLENCE IN PROJECT DELIVERY

Recognizes a dedicated professional who expertly balances contractual performance, sound financial acumen, and exceptional client service to successfully lead our most complex projects.



**Brent Wilkins, PE, DBIA**

*Associate VP, Senior Project Engineer*

Spearheaded securing award-winning, high-profile projects in FY26, all while empowering the growth and success of others via mentorship programs.

### TECHNICAL EXCELLENCE

Honors a visionary thought leader who pushes the boundaries of what is possible by delivering innovative technical solutions and actively mentoring our next generation of experts.



**Timothy Barry, PE**

*VP Construction Management*

Trained and mentored hundreds of inspectors through ASBI courses and internal resources. Played a pivotal role in updating a national handbook for construction practices.

### VALUES IN ACTION

Highlights a trusted team member who consistently embodies our core values to actively strengthen our shared culture.



**David Furry, PE**

*Area Discipline Leader, Bridge*

Represents RS&H values by committing himself and his colleagues to professional and personal growth. He leads an active book club and consistently inspires others to be the best version of themselves.

### RISING STAR

Celebrates the remarkable leadership, strong professional ethics, and steady focus of an early-career associate with fewer than 10 years of experience and already making a lasting difference.



**Julie Jacobs, PE**

*Engineer, Aviation*

Has earned deep trust and recognition with clients and pioneers engagement and office culture that creates a welcoming environment for fellow associates.



**Tara Pence**

*Urban/Regional Planner*

Stellar leadership role with high-profile clients and presentation skills, leading workshops and presentations with colleagues and executives.



## Community Impact & Stewardship

# Fueling Progress, Together

The RS&H Elevate Fund is our commitment to building stronger communities and driving positive change. Through the dedicated efforts of our employee owners, we channel our resources into impactful charitable giving and active volunteerism. This initiative is a direct reflection of our conviction that true progress is achieved together, strengthening connections and fostering growth from within.

Our focus is on three essential areas where our efforts can fuel positive momentum:



**Education**



**People & the Environment**



**Children & Youth Programs**

**FY26**

TOTALS

**35**

Organizations

**\$412,425**

**Grand Total**

SINCE 2018

**130**

Unique Charities

**\$1.6M**



## Fall Distribution \$80,509

Best Buddies International, Inc.

Canal Winchester High School

CASA Kane County

Denver Young Artists Orchestra Association

Future City Competition (Minnesota Region)

Girl Scouts of Gateway Council, Inc.

Jacksonville Detachment O59 Marine Corps League

MARTHA INC

MATHCOUNTS Foundation

National Marrow Donor Program

New Hope Lafayette

Sharevival at the Blueberry Patch

Society of American Military Engineers

Theatre Jacksonville, Inc.

Timucuan Parks Foundation, Inc.

YMCA of Florida's First Coast

Young Marines of the Marine Corps League

## RS&H Elevate

## Spring Distribution \$331,916

ACE Mentor Program of America, Inc.

ACEC Research Institute

Airport Minority Advisory Council Educational & Scholarship Prog Inc.

American Heart Association, Inc.

Architects Foundation

BeLoved Ashville

Communities in Schools of Jacksonville, Inc.

Conference of Minority Transportation Officials

Florida Chamber of Commerce Foundation, Inc.

Gilpin Mountain Kids - Early Learning Center

National Organization of Minority Architects-Dallas Chapter

National Society of Black Engineers

Ridge Elementary School

Society of American Military Engineers

Society of Hispanic Professional Engineers

The Mentoring Partnership of Southwestern Pennsylvania

The TREVOR Project Thrive Scholars

Women's Transportation Seminar Foundation

## Partners for Progress

Progress begins with mutual respect and collaborative teamwork, forging relationships as strong as the infrastructure and buildings we create together.

### Mentor-Protégé Programs

We are committed to building stronger business futures by empowering emerging companies to thrive alongside experienced peers. Through our dedication to the U.S. Small Business Administration (SBA) Mentor-Protégé Program, we are proud to partner with **S&B Christ Consulting, LLC**—a service-disabled veteran-owned and women-owned small business.



### Industry Mentorship in Action

The GDOT I-75 Commercial Vehicle Lanes (CVL) project exemplifies collaboration, uniting RS&H, GDOT, and nine small firms since 2018. Through the Mentor Protégé Plan, these businesses gain vital experience and tools for success. A Crucial Conversations training equipped participants with high-stakes communication skills, fostering leadership and resilience. By empowering small businesses today, we're building stronger infrastructure and communities for tomorrow—proving that together, we can create a brighter, more connected future.



For the past five years, RS&H's FutureState program has been a catalyst for meaningful connections. This year's event in Denver focused on bringing together a variety of small, specialized companies with RS&H and other larger organizations, creating opportunities for collaboration and collective growth.



# Investing in the Next Generation

Investing in the next generation is crucial for the growth and success of our communities. When we provide students with mentorship, resources, and hands-on learning opportunities, we're empowering them to become innovators who will shape the future of our industry.

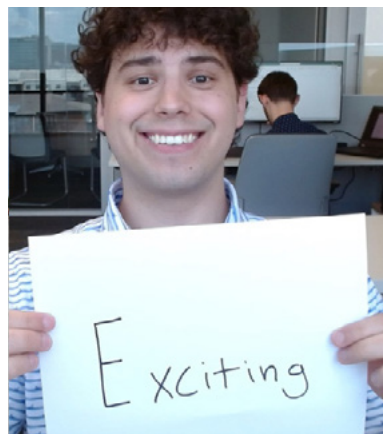
## Internship Program Milestones

Our internship program set a new standard for excellence. Driven by a spirit of collaboration and mentorship, we welcomed a **record-breaking 109 interns** over the summer.

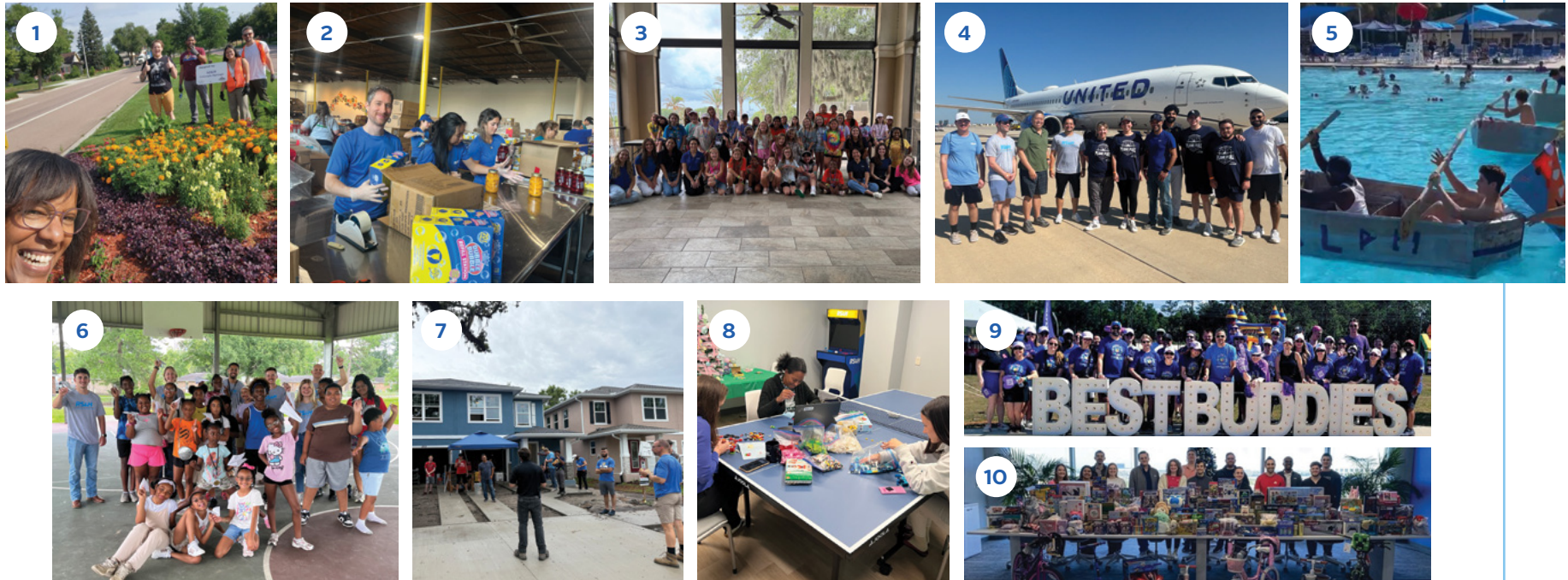
This cohort brought incredible energy and curiosity with many transitioning to full-time roles and other returning for another season.



In its second year, RS&H proudly partnered with Thrive Scholars to inspire the next generation of talent in the architecture, engineering, and construction industry. Local high school students had the unique opportunity to explore diverse career paths by touring projects and engaging with engineers and project stakeholders, gaining firsthand insights into the industry.



## Helping Hands for a Brighter Tomorrow



1. **RS&H in Bloom** Associates beautify the community with award-winning flower beds!
2. **Feeding Hope, One Meal at a Time** Volunteering at local food banks helps nourish families in need.
3. **STEM Power for Girl Scouts** Inspiring future innovators with STEM hands-on activities.
4. **Pulling for Special Olympics** Associates moved a 95,000-lb plane 12 feet in 8 seconds, raising funds for the Special Olympics.
5. **STEM Derby Splash** RS&H volunteers brought fun and energy to the NAS JAX SAME STEM camp's boat derby and pool party.
6. **Aviation Takes Flight in Classrooms** Associates shared their passion for aviation engineering with students.
7. **Building Homes, Building Futures** Associates help Habitat for Humanity create sustainable, affordable housing for families.
8. **Holiday Cheer, One Tree at a Time** Decorating mini trees for kids in the hospital to brighten their holidays.
9. **Walking for a Cause** Associates put their best foot forward and raised over \$16,000 this year for the Best Buddies Friendship Walk.
10. **Toys of Joy** Spreading holiday cheer with toy drives across RS&H offices.



## Leadership, Transition & Continuity

## C-Suite & Board of Directors

RS&H's Executive Leadership Team and Board of Directors work together to ensure enduring stability and disciplined governance. By blending deep internal expertise with independent perspectives, this partnership provides the robust strategic oversight required to sustain long-term growth, guiding our shared journey forward with accountability and clear purpose.



**Lisa Robert, PE**  
Chief Executive Officer/  
Board Member



**Amy Davis, CPA**  
Chief Financial Officer/  
Board Member



**Carlo Morgano**  
Chief Technology Officer



**Marlon Starr, Esq**  
Chief Legal Officer



**Tara Wineinger**  
Chief People Officer

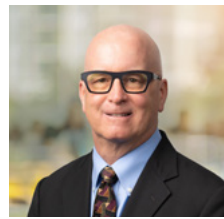
## External Board Members



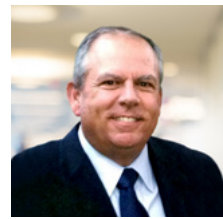
**Dave Sweeney, PE**  
Board Chair



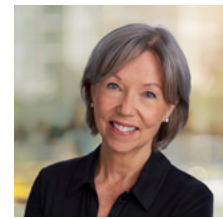
**Hicham Abdessamad**



**David Gaboury, PE**



**Henry Puente**



**Lizanne Thomas**

## Familiar Face as RS&H's New Board Chair

Over his decade as CEO, Dave Sweeney, PE, left an indelible mark on RS&H, driving growth, expanding our employee ownership model, and championing new initiatives, such as the RS&H Elevate Fund. Known for his human-centered leadership, Dave guided the firm through pivotal moments, from the Great Recession through the COVID-19 Pandemic, while fostering a culture of care and innovation. His transition to Board Chair marks a strategic evolution, ensuring continuity of vision and governance. As RS&H looks to the future, Dave's mentorship and forward-looking leadership will continue to inspire the next generation.





85 YEARS  
SHAPING WHAT'S NEXT



RS&H's 85th year stands as a testament to the progress we've made and the future we continue to build, together. The milestones we've celebrated and the transformative projects we've delivered are the direct result of our shared commitment to excellence and our culture of employee ownership. As we build on this powerful legacy, we look ahead with a clear vision, ready to amplify our impact through innovation and partnership. The dedication of our associates and the trust of our clients fuel our journey forward. We are immensely grateful for your role in this remarkable year and excited for the future we will continue to shape, side by side.

**Thank you for being part of our story.**