

2024

Gresham Smith

**“I believe that we all
spend too much time
at work to not love
what we do, who we
are working with,
and where we do it.”**

Rodney Chester, CEO & Board Chair

People and Culture

A Note from Our CEO

Every day, I am inspired, and often awed, by the talent, ingenuity and commitment of the people who make up Gresham Smith. Our people are the most critical aspect of who we are and what we do. We are united by a common culture—a culture that empowers our employees to bring their full, and best, selves to work; fosters collaboration and creativity among teams; values and respects the diversity of each individual; and provides opportunities to grow, both personally and professionally. People & Culture is the first pillar of our Strategic Plan—and rightly so. Without a strong culture, we won't attract and retain the right people. Without the right people, our culture and our performance will falter.

What defines a strong culture? In addition to the qualities I've already mentioned, a great culture means that our people can genuinely say they love where they work. I believe that we all spend too much time at work to not love what we do, who we are working with, and where we do it. A great culture also means that there are opportunities to work on exciting and motivating projects while having the time to

support causes and organizations we personally care about. It means that we have a healthy work-life balance, that we take time to celebrate our collective and individual successes, and that we make room for opportunities to simply have fun together.

Gresham Smith has been part of my life for over a quarter of a century. I've seen firsthand how we've grown, and I'm humbled by what we've accomplished. I'm also incredibly excited about the future. As CEO, I measure our success through two lenses: Are we doing what we need to do to continue to improve our culture and move toward having the best culture of any A/E firm, and are we living up to our Core Purpose to plan, design and consult to create healthy and thriving communities?

I invite you to spend some time to learn more about Gresham Smith. My hope is that, as you read through the pages of our firm profile, you'll find a connection with some of the people who make up our firm, gain insights into our unique culture, and discover what sets us apart.



Rodney Chester, CEO & Board Chair



*Tower I & II at Nashville Yards
Southwest Value Partners
Nashville, Tennessee*



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Our Baton Rouge office celebrates being named a "Best Place to Work" with a crawfish boil.





Who We Are

As a top-ranked architecture, engineering, design and consulting firm, we provide full-service solutions for both public- and private-sector clients across a wide range of markets. Every day, we are dedicated to living out our brand promise of Genuine Ingenuity to develop innovative solutions for life's most essential infrastructure and institutions. Consistently ranked as a "Best Place to Work," we are focused on creating a culture that fosters diversity of experience combined with a common goal of genuine care for each other, our partners and the outcome of our work. And, throughout all that we do, our Core Purpose serves as our North Star—to plan, design and consult to create healthy and thriving communities.

Our Core Purpose:

*We plan, design and consult
to create healthy and
thriving communities.*

*Baptist Health Care - Brent Lane hospital,
MOB and campus, Pensacola, Florida.*





Our Practice

Our client base spans eight market sectors and includes state and local government agencies as well as publicly traded corporations and privately held organizations. We're consistently dedicated to delivering excellence on every project, every time—providing solutions that address current needs and safeguard against future challenges.

Our three pillars: Architectural Design, Project Delivery Excellence, and Innovation are geared toward fostering “best-of-the-best” thinking across our entire firm and applying Genuine Ingenuity to deliver above and beyond our clients’ expectations. And, our Sustainability and Resiliency Center serves as a hub of experienced practitioners to support individual projects and weave sustainable best practices throughout our operations.

We are committed to providing a safe place to work, think, share and create across all of our offices and project locations. We routinely monitor our safety statistics, and our annual reporting data shows that we are consistently outperforming industry benchmarks for safety. From using proper personal protective equipment (PPEs) on job sites and ensuring that all our offices are equipped with AEDs and staff trained to administer CPR, through conducting regular safety and ergonomics training, to encouraging our employees to follow safety standards when tackling DIY projects at home, we believe that safety should be a way of life.

Throughout all of our work, we focus on being the best consultant serving the built environment by focusing on the success of our clients. The result of our commitment is evident—both through award recognition from industry organizations such as the American Institute of Architects, the American Council of Engineering Companies, and the American Society of Landscape Architects, and through repeat work from our clients.

Our Markets



Aviation



Building
Engineering



Healthcare



Industrial



Land Planning



Life and Work
Places

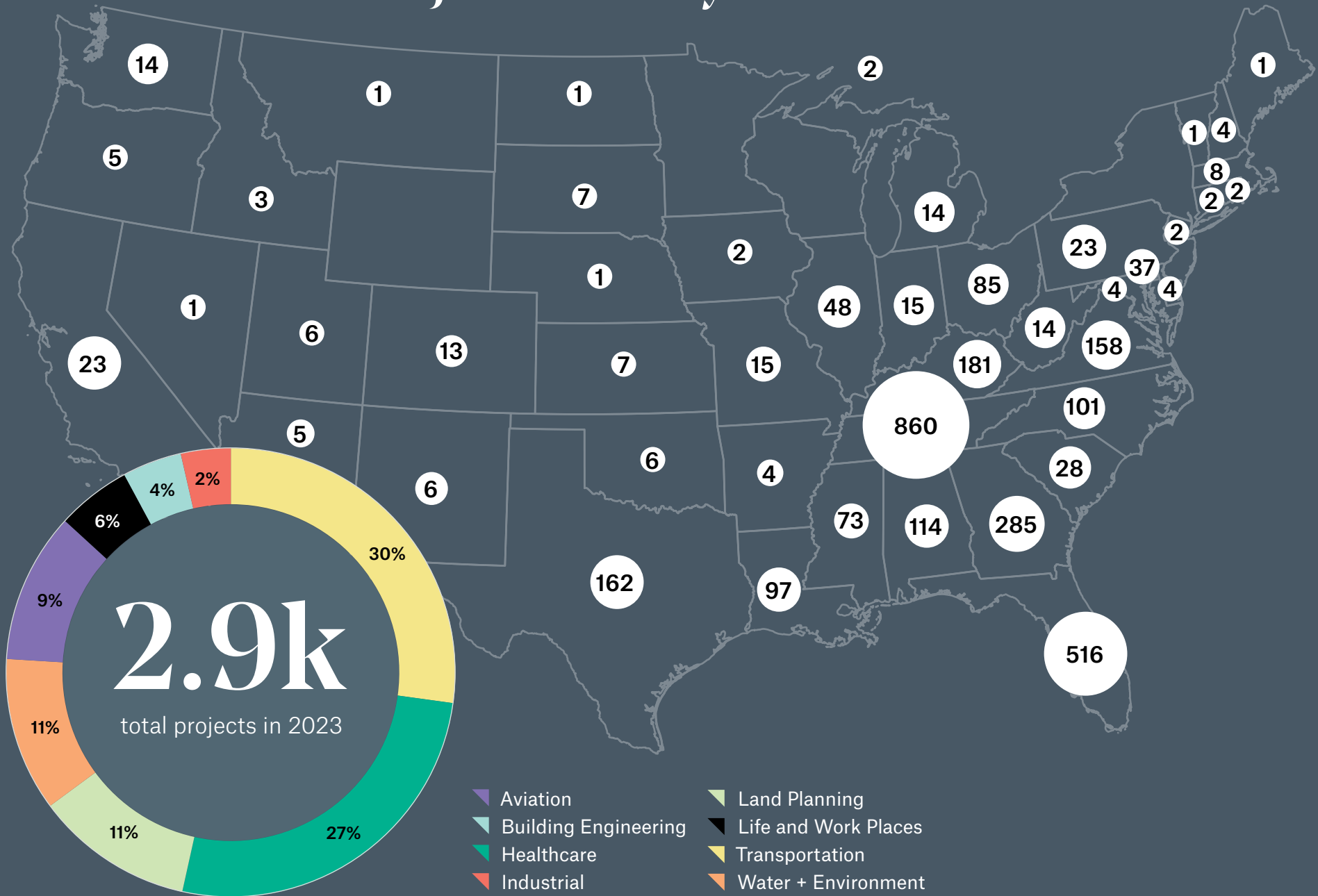


Transportation



Water +
Environment

Our Project Work by the Numbers





The atrium serves as the centerpiece of Tampa International Airport's SkyCenter development.

Aviation

We understand that airports are more than just transportation hubs. They're self-contained cities and destinations. From reducing curbside congestion and enhancing landside access to improving wayfinding and expanding airside amenities, our award-winning team of architects, interior designers, engineers and wayfinding experts have helped more than one-third of the nation's top 100 airports leave a lasting impression on their travelers while accommodating future growth.



Asheville Regional Airport's terminal building is undergoing a modern makeover.



Charlotte Douglas International Airport's (CLT) terminal lobby expansion provides additional landside space for passengers.



Aviation by the Numbers

Based on 2023 data

256

Projects

27

Cities



The curbside canopy at CLT will shelter passengers from the elements.

Focus Areas

- Aviation Architecture and Interior Design
- Advisory Services
- Automated People Mover (APM) Systems and Guideways
- Baggage Handling Systems
- Branding and Wayfinding
- Customs and Border Protection Facilities
- Deicer Management
- Industry Standards and Guidebooks
- Landside/Curbside Access
- Parking/Rental Car Facilities
- Security Screening
- Sustainability and Resiliency Planning
- Terminal Planning and Programming



Enhancements to sustainability plans will increase efficiency at the City of Phoenix Aviation Department's three airports.

Building Engineering

Our wide array of building engineering services range from mechanical, electrical, plumbing and structural engineering to post-construction inspection and commissioning to help buildings operate at maximum efficiency. With more than 30 years of experience spanning all major industries, our success is rooted in our focus on the details and our genuine interest in helping clients make sustainable, sound investments.



The HTA Olympus medical office building will house multispecialty healthcare services.



Building Engineering by the Numbers

Based on 2023 data

120

Projects

59

Cities



A mechanical systems makeover is reducing energy consumption, improving air quality, and giving Virginia Tech students and staff more control over the temperature in their space.

Focus Areas

- Commissioning
- Electrical Engineering
- Mechanical Engineering
- Plumbing Engineering
- Structural Engineering

The Izzo Family Medical Center at McLaren Greater Lansing conveniently provides a variety of outpatient services under one roof.



At Kaiser Permanente's Lutherville-Timonium Medical Center, black and rust-colored finishes honor Baltimore's history, while pops of Kaiser Permanente's brand colors modernize the space.

Healthcare

With our long legacy in healthcare design, we help move the needle where it matters most: patient safety, operational efficiency, technology integration, adaptability/resiliency, sustainability and the human experience. Our specialized team of architects, engineers, interior designers and planners develop research-based, value-added planning, ambulatory care, inpatient and experiential design, and wayfinding solutions for health systems, care providers and patients alike—ultimately improving the health of our communities.





Baptist Health Care's new Brent Lane campus prioritizes resiliency for a high-quality healthcare experience.

Healthcare by the Numbers

Based on 2023 data

786

Projects

235

Cities

Focus Areas

- Advisory and Consultancy Services
- Architectural and Interior Design
- Engineering and Commissioning
- Federal Healthcare
- Healthcare Research and Insights



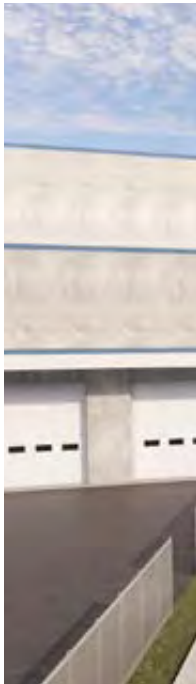
Baptist Health Care's new Brent Lane campus welcomed its first patients in September 2023.



Industrial

Our team of architects and engineers provide best practices and solutions across a variety of industries—particularly in the FDA-regulated, food and beverage, advanced manufacturing, mobility and energy sectors. We specialize in new facility and process design, expansions and system modifications to support adaptive use. From commissioning and program management to master planning and site selection, our comprehensive suite of services are focused on meeting both current and future needs.

We recently began design of LG Chem's battery cathode manufacturing plant in Clarksville, Tennessee, which is the largest investment by a foreign company in the state's history.



The Ultium Cells facility in Spring Hill, Tennessee, is nearing completion as the facility's process equipment is being installed.



Industrial by the Numbers

Based on 2023 data

67

Projects

43

Cities

Focus Areas

- Food and Beverage
- FDA and USDA Regulated Products
- Advanced Process and Manufacturing
- Mission Critical/Data Center
- Aerospace, Aviation and Automotive
- Emerging Mobility Markets
- Energy Storage and Generation
- Alternative Energy

Duksan's electrolyte solution plant will bring a \$95 million economic investment and 100 new jobs to Shelbyville, Tennessee.

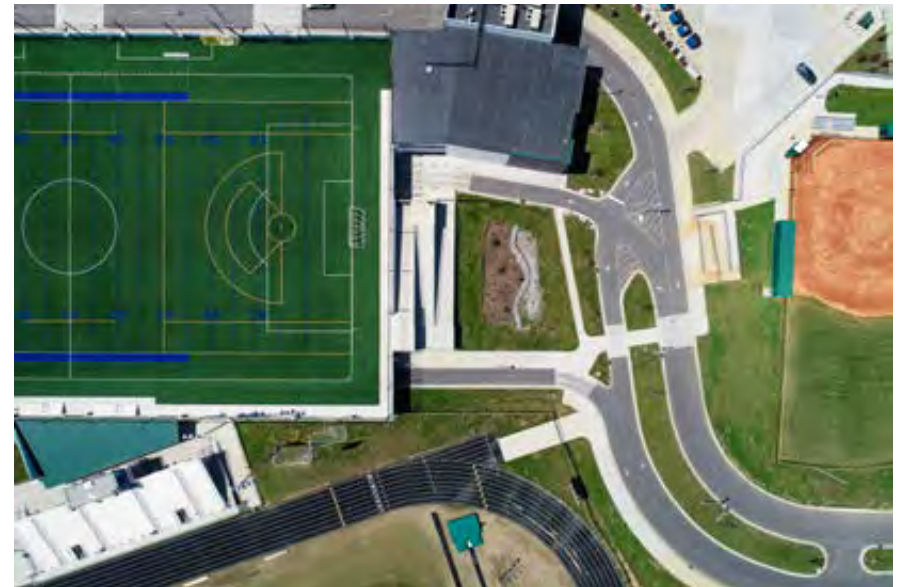




The 900 Block Multifamily Retrofit project received the top recognition in the Residential Design category at the American Society of Landscape Architects 2023 Professional Design Awards.

Land Planning

Our Land Planning market takes a multidisciplinary approach, leveraging the combined expertise of civil engineers, landscape architects, planners and surveyors to help our clients succeed. We excel at both private- and public-sector projects because our teams know the landscape well—the major players, the regulations, the existing infrastructure and urban design requirements. Whether we're creating site plans for a private development, designing public spaces and bike/pedestrian paths, or incorporating green, low-impact features, improving our communities is an integral part of our work.



We created a sustainable stormwater design for Hillsboro High School, a landmark for Nashville residents since the 1950s.



The revitalized Fifth Third Center Plaza tapped into downtown Nashville's energy and created a public space for gathering.



Town Branch Commons reimagines Lexington, Kentucky's downtown pedestrian infrastructure to serve as the centerpiece of a citywide park system.

Land Planning by the Numbers

Based on 2023 data

322

Projects

111

Cities

Focus Areas

- Industrial Development
- Mixed-Use and Residential Developments
- Urban Design and Planning
- Commercial Programs
- Campus Design and Planning
- Parks, Trails and Greenways
- Streetscapes and Plazas
- Surveying

Life and Work Places

Our architects, graphic and interior designers, strategists and planners deliver tailored solutions that create dynamic mixed-use, residential and workplace environments that connect communities and bring places to life. Our portfolio includes a wide array of public and private projects—from corporate campuses and workplace buildouts to higher education and hospitality spaces, urban development, and walkable places that are fully integrated into their surroundings. With an eye toward creating value for both our clients and the end user, we excel at taking a holistic view to develop experiences of place that connect and inspire.



We delivered an employee-centric refresh for Geodis' U.S. headquarters.

Element Eatery is a unique Cincinnati food hall located on the Madison Square campus of Medpace.



This thriving community hot spot features live music and numerous culinary experiences under one roof.

Named after Elvis Presley's former guitarist, Scotty Moore, the Gresham Smith designed Moore Building is a striking new amenity-rich office tower in the heart of Nashville's iconic Music Row.

Life and Work Places by the Numbers

Based on 2023 data

183

Projects

51

Cities

Focus Areas

- Adaptive Reuse
- Civic and Cultural Spaces
- Education and Research
- Hospitality
- Mixed-Use
- Residential
- Workplace





Using accelerated bridge construction techniques that resulted in only an 8-week full closure, we delivered design of the Broadway Viaduct Bridge replacement in Nashville, Tennessee, under the construction manager/general contractor method.

Transportation

Our transportation and utility services professionals offer practical, forward-thinking and innovative solutions for a wide range of infrastructure projects, including interstates, bridges, bike paths, utilities and broadband. Through our extensive team of designers, engineers, planners, program managers and consultants, we improve connectivity and support the safe and efficient movement of goods, services and people. We also possess specialized expertise in developing safe and efficient multimodal, technology-driven solutions.

An “MRI for traffic,” I-24 MOTION is a first-of-its-kind testbed implemented by the Tennessee Department of Transportation and designed by Gresham Smith in conjunction with Vanderbilt University that studies advanced traffic management and automated vehicle technologies in real freeway traffic.





Incorporating a multilane roundabout, a single-point urban interchange and multiuse paths, our design team delivered a modern roadway that meets the needs of the growing Boone County, Kentucky community.

Transportation by the Numbers

Based on 2023 data

896

Projects

260

Cities

Focus Areas

- Construction Services
- Consulting
- Planning
- Traffic
- Transportation Design
- TSMO
- Utility Design and Coordination



The expanded Northern District Wastewater Treatment Plant meets the needs of Guam's population growth.

Water + Environment

Our water and environmental experts negotiate changing regulations, upgrade aging infrastructure and leverage emerging water technologies to address present-day challenges while providing resiliency and flexibility for the future. From maintaining clean drinking water, treating wastewater and managing stormwater to overall environmental management and sustainability services, our technical and strategic solutions improve essential infrastructure to keep communities healthy and thriving.



One of the new secondary clarifiers separates the biological organisms used during the secondary treatment process.

Water + Environment by the Numbers

Based on 2023 data

334

Projects

91

Cities

Focus Areas

- Wastewater Collection, Treatment and Reuse
- Water Treatment and Distribution
- Stormwater Management
- Industrial Water and Wastewater Management
- Construction Services

The new buried CSO storage basin in Middletown, Ohio, will not only limit wet weather overflows, but will also feature aboveground amenities for the community.



Gresham Smith-designed upgrades at Dallas Water Utilities' Southside Wastewater Treatment Plant successfully weathered a 1,000-year storm event.

Our Culture

Our culture is the cornerstone of who we are as a firm, and our people are at the heart of everything we do. In fact, *People & Culture* is the first perspective of our Strategic Plan, establishing a path for our other three perspectives—excelling in *Practice Delivery*, providing exceptional service to our *Clients*, and delivering consistent *Business Outcomes* that allow our firm to grow and reinvest back into our people.

We believe that loving where you work, whom you're working with, and what you're working on is critically important, and we consistently strive to create a culture that serves as a model for A/E firms worldwide—where our employees feel a sense of belonging and respect, have rich opportunities for personal development and professional growth, and have the flexibility to effectively balance their work and personal lives. Every year, we hold a firmwide Celebration event, where we come together for an entire day to celebrate our people, our projects and our practice—and to be inspired by the wonderful impact that each of us has on our communities, our clients and our firm.

Our Core Values of *Commitment*, *Integrity*, *Respect* and *Teamwork* guide us and define who we are, what we stand for, and how we treat those around us. And, every day, we seek to live out our tagline and brand promise of Genuine Ingenuity—reflecting the fact that everyone we work with can expect to collaborate with authentic, personable people who produce highly functional and highly creative solutions. In order to ensure that we're continually improving, we regularly measure our culture through surveys, one-on-one conversations and executive listening tours. We also measure ourselves against other firms and other industries, and we're proud of the fact that we are consistently ranked as a "Best Place to Work" across our office locations.

We know that a firm is only as good as its people, and we're incredibly proud of the people who have chosen to be part of Gresham Smith.



Feel confident that Gresham Smith has a successful future.

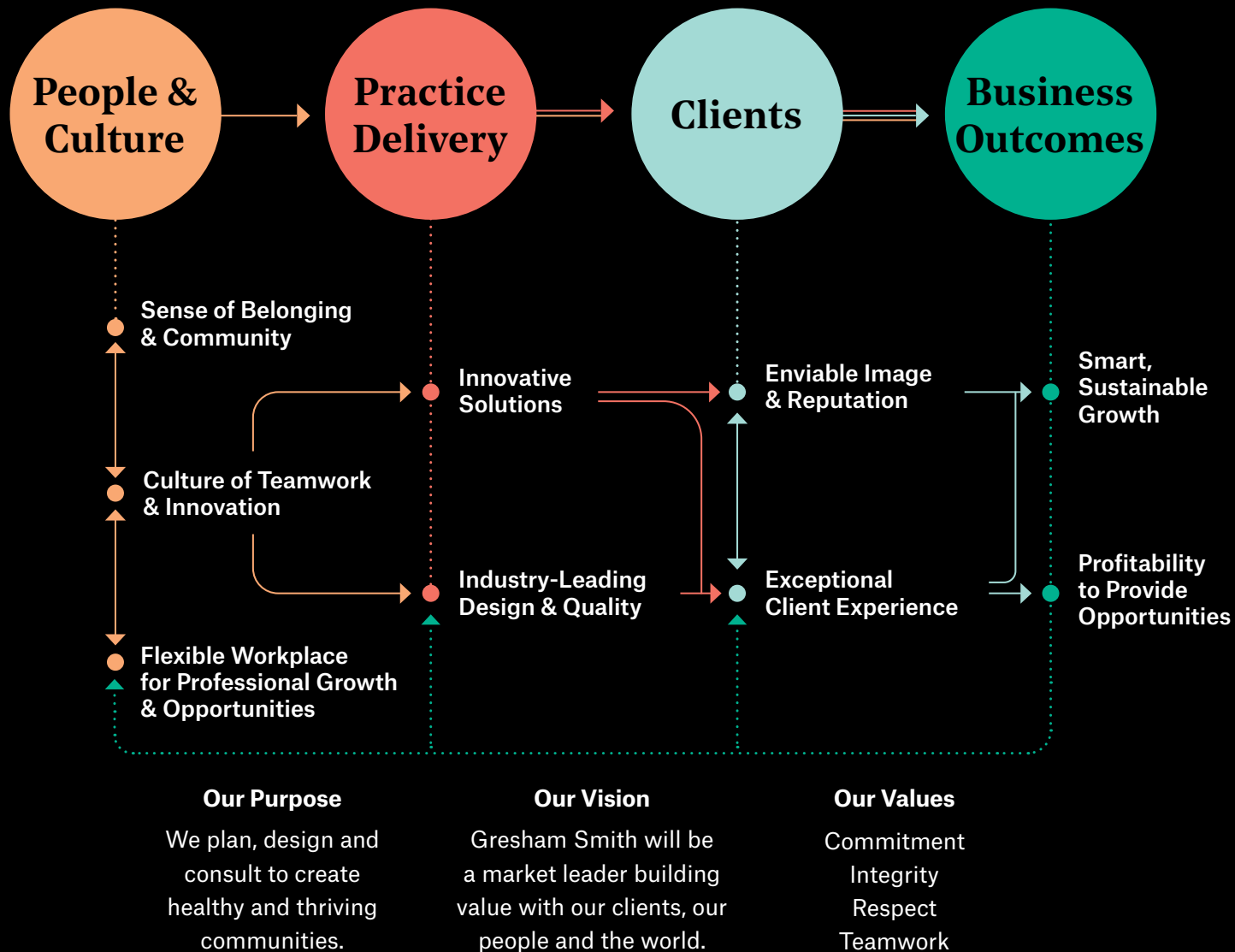


Would recommend Gresham Smith as a great place to work.



Feel that Gresham Smith cares about its employees.

Long-term Direction & Strategy Road Map



Commitment

We are passionate about what we do, and we continuously seek to be the best and deliver our best to our clients, our communities and our employees. Commitment also defines how we arrive at solutions—through perseverance, a service-minded, consultative approach, and a quest for knowledge that fosters creativity and innovation.

Respect

At the heart of our interaction with others is the principle that each person and each community has intrinsic value. This guides how we treat one another and how we work with those around us. Respect is also reflected in our approach to diversity, equity, inclusion and belonging—creating an internal culture that is welcoming to all.

Core Values

Integrity

We hold ourselves to high ethical standards—not simply because it's good business, but because it's the right thing to do. Integrity defines how we treat our employees: with fairness and respect; how we deal with our clients: with honesty and transparency; and how we interact with our communities: by seeking through our collective work and actions to improve the cities and towns we call home.

Teamwork

We foster a spirit of collaboration across our firm—sharing knowledge and best practices; offering support and empowering growth; cultivating an environment that encourages diversity of thought, experience and background; and leading by example. Our team-centered approach extends to how we interact with our clients—by seeking to understand their unique needs and perspectives to arrive at effective solutions. We also develop teaming relationships—both internally and externally—to support causes that contribute to community vitality.





“We know that the success of our projects stems from the success of our people, which is why we’re invested in cultivating an environment where our employees can thrive—both personally and professionally.”

Peter Oram
Chief Operating Officer



“Inclusivity doesn’t mean taking away from the majority—it means making the entire organization better.”

Carla Holmes, Member, DEIB Advisory Committee

Our DEIB Commitment

We are committed to fostering a culture where our employees feel valued and connected, and know that they belong and have the opportunity to thrive—both personally and professionally. Diversity, Equity, Inclusion & Belonging (DEIB) speaks to our Core Values and our culture, and reflects our Core Purpose of creating healthy and thriving communities—both internally and externally. Our DEIB commitment is also rooted in our belief that we must consistently live out our brand promise of Genuine Ingenuity—showing care for our people, our clients and the places where we live and work.

Our five Employee Resource Networks (ERNs)—IMAGE (Inclusive Multiculturalism for Advancement, Growth and Equity), LGBTQ+ Alliance, Parent/Caregiver, Wellbeing and Women's—were created based on input from our employees regarding the areas that matter the most to them. Gresham Smith's DEIB Advisory Committee provides support for our individual ERNs and helps guide our overall DEIB strategy. The committee includes a firmwide DEIB lead, who is responsible for ensuring a holistic, consistent approach to our DEIB efforts. Our chief development and engagement officer serves as executive sponsor and is a standing member of the Advisory Committee.

Because we know that diverse ideas and perspectives bring real value to our teams, our projects and our clients, we are dedicated to developing a diverse talent pipeline that feeds into all levels of our organization—from entry-level staff to senior leaders in our firm. This includes expanding our relationships with Historically Black Colleges and Universities, establishing a housing grant program geared toward enabling students from underrepresented populations to more easily participate in summer internships at our firm, and ensuring that we are providing equitable compensation and opportunities for advancement and growth for all employees.

As part of our DEIB commitment, we have expanded our DEIB training resources and are strengthening our partnerships with professional organizations such as the National Organization of Minority Architects (NOMA), the National Society of Black Engineers (NSBE), the Society of Hispanic Professional Engineers (SHPE), the Conference of Minority Transportation Officials (COMTO) and the American Indian Science and Engineering Society (AISES). In addition, we continue to lean into best practices by sharing lessons learned with the American Institute of

Architects (AIA) and the American Council of Engineering Companies (ACEC).

Throughout our work, we recognize our responsibility as an architecture and engineering firm to promote the principles of equitable design to ensure that the needs and challenges of the people who use the spaces we create are addressed. We continually evaluate our process for selecting business partners, consultants and suppliers who reflect the diversity of our clients and communities, and we are diligent in proactively partnering with firms that are certified as minority-, disadvantaged-, women- and veteran-owned businesses.

We are committed to fostering a culture of belonging and inclusion—not just because it's the “right thing to do,” but because we know that creating a true sense of belonging can have a positive impact on our people, our work and our firm.

Employee Resource Networks

IMAGE ERN

(Inclusive Multiculturalism for Advancement, Growth and Equity)

Serves as a strategic partner to promote a culture of diversity, equity and inclusion through transformational workplace policies and ongoing education.

LGBTQ+ Alliance ERN

Focuses on achieving greater awareness, advocacy, inclusion and equity for those who identify as LGBTQ+ at Gresham Smith and in our communities.

Parent/Caregiver ERN

Seeks to share knowledge, advocate for caregivers and dependents in need, and provide an empathetic and nurturing environment that empowers employees to feel supported at home and to be productive at work.

Wellbeing ERN

Focuses on raising awareness and providing education on mental illness and mental health, physical disabilities, medical conditions and neurodiversity in order to remove stigmas and increase open, empathetic communication.

Women's ERN

Dedicated to making a positive impact by researching and proposing solutions to issues that affect women and those who advocate for them. Strives to provide opportunities for women to enhance their leadership skills and expand their professional networks. Works to increase the visibility of AEC career paths to young women and girls.



95%

of employees feel their co-workers treat them with respect.



The Parent/Caregiver ERN hosted a "Take Your Child to Work Day."



The Wellbeing ERN celebrated Disability Pride Month with a cold treat provided by Friends Life Treat Truck.

25%

of employees participate in one or more ERNs.



The LGBTQ+ Alliance ERN was a VIP sponsor of the Nashville Pride Festival & Parade.

“The bottom line is, creating an environment where people can show up as their whole selves and know that they belong and are accepted is the right thing to do, regardless of whether you’re in a personal or a professional setting.”

Kelly Knight Hodges
Chief Development and Engagement Officer



Members of the IMAGE ERN engage in a firmwide roundtable discussion during Black History Month.

92%

of employees believe their supervisor is committed to DEIB values.

The Women's ERN presented at the Girls Who Tech (GwT) Camp and shared ways that technology can be applied in the A/E industry.





Our Batey Gresham Philanthropic Program

We hold the well-being of the communities in which we live, work and play near and dear to our hearts. Through engagement and volunteerism, we contribute to the social environment that nurtures and benefits our communities as a whole.

Our commitment to a “culture of giving” includes firmwide charitable contributions as well as local donations and involvement by our offices and individual employees. Because we believe that each one of us has the opportunity to make a positive difference, we provide a volunteer-hours matching program, where we provide a paid match to employees for the hours they spend volunteering during the workweek.

In 2023, we launched the Batey Gresham Philanthropic Program to honor the memory of Batey Gresham—one of our firm’s two founding partners—who passed away in 2022. Batey believed that supporting our employees and communities was vitally important.

Whether it was through the Endowed Professorship at Auburn University or engagement in local nonprofits, he believed that volunteering was one of the best ways to invest in the future of communities while being part of the solution to community challenges.

Like Batey, we believe that each of us has the opportunity—and the responsibility—to have a positive impact on the lives of those around us. The Batey Gresham Philanthropic Program encompasses all of our community engagement activities: tiered levels of giving, volunteer-matching hours, days of service, and our Celebration “Community Impact Award.” It also establishes a cohesive approach while allowing us to share best practices and more fully track the positive impacts we’re having across our locations. We believe that it’s a fitting way to honor what he stood for.

\$850,000

in Charitable Donations
for 2023



Florida employees collect supplies for
Hurricane Ian victims.
Miami, FL



Midtown employees assemble personal
care kits to support the Midtown
Assistance Center.
Midtown Atlanta, GA

150+

Charitable & Civic
Organizations Supported



Knox County Adopt-a-Stream
Knoxville, TN

1,296

Employee Volunteer
Hours in 2023



Habitat for
Humanity
Tampa, FL

Charitable & Civic Organizations We Support

ACE Mentor Program
ADEX
Adopt A Child Program
AdventHealth Foundation
Alive Hospice, Inc.
Alzheimer's Association
American Diabetes Association
American Foundation for Suicide Prevention
American Heart Association
American Legion
Archbold Foundation, Inc.
Ascension Foundation
Assistance League of Nashville
Atlanta Children's Shelter, Inc.
Atlanta Pride Committee Inc.
Baptist Health Care Foundation
Barkville Dog Rescue, Inc.
Big Brothers Big Sisters
Big Fluffy Dog Rescue
Bike Walk Central Florida, Inc.
Bike Walk Tennessee
Birmingham Zoo, Inc.
Brave Heart - Children in Need, Inc.
Brier Park Partners

Brooks Health Foundation
Cahaba Chamber Chorale
Camp Seale Harris
Campground Cemetery Trust Fund
Cannonball Kids' cancer Foundation Inc.
Catawba Riverkeeper Foundation, Inc.
Centennial Park Conservancy
Center for Independent Living in Central Florida, Inc.
Children's of Alabama
Cincinnati Children's Hospital Medical Center
City of Charlotte MLK Day Parade
Community Animal Rescue & Adoption, Inc.
Community Care Fellowship
Cookeville Regional Medical Center Foundation
CRAA Community Fund
Cumberland River Compact
Digs With Dignity
Do Greater Foundation, Inc.
Falls City Community BikeWorks
Fayette County Commission on Aging
Feeding Kentucky
FiftyForward
Flagler Health Care Foundation

Florida State University Foundation, Inc.
Georgia Pearls of Service Foundation Inc.
Greater Baton Rouge Food Bank
Habitat for Humanity
Hands On Nashville
HBCU Elite, Inc.
Hope International Ministries (Hope Children's Home)
Hosea Feed the Hungry and Homeless, Inc.
Huntsville Civitan
Isaiah 117 House
Jackson Health Foundation
Junior Achievement
Kentucky Employees Charitable Campaign
Kiwanis Club of Alcoa Foundation Inc.
Louisville Library Foundation
Love Helps
Make a Wish Foundation of Middle Tennessee
March Of Dimes, Inc.
Maryville City Schools Foundation, Inc.
Mayfield Memorial Community Development Corporation
Memorial Golf Fund
Methodist Healthcare Foundation

Middle Tennessee Council, Boy Scouts of America
Mike Morris Memorial Scholarship
NAMI Tennessee
Nashville Crime Stoppers, Inc.
Nashville Food Project
Nashville Public Education Foundation
Nashville Rescue Mission Ministries, LLC
National Arbor Day Foundation
National Multiple Sclerosis Society
NatureBridge
New American Pathways
Novant Health Foundation
One Generation Away
Orlando Health Foundation
PENCIL Foundation
Pippi's Place Pet Rescue
Play Like a Girl
Realtor Good Works Foundation of Williamson County, Inc.
Rebuilding Together Nashville
Regional One Health Foundation
Renewal House Inc.
Rocketown of Middle Tennessee

Ronald McDonald House
Room in the Inn
Roundup River Ranch
Salvation Army
Sarasota Memorial Healthcare Foundation Inc.
Scott Hamilton Cares Foundation
Second Harvest Food Bank of Metrolina, Inc.
South Charlotte Partners, Inc.
South Florida Hospital Research and Education Foundation, Inc.
SPARK
St. Joseph's Hospitals Foundation
St. Anthony's Health Care Foundation, Inc.
St. Jude's Children's Research Hospital
Start 2 Finish LLC
Susan G. Komen Breast Cancer Foundation, Inc.
Sustain Charlotte, Inc.
Tampa General Hospital Foundation, Inc.
Tennessee 4-H Foundation, Inc.
Tennessee Children's Home
Tennessee Kidney Foundation
The Bell Center for Early Intervention Programs
The Better Life Foundation Inc.
The Cholangiocarcinoma Foundation

The Heart of Hearing
The League of American Bicyclists
The Leukemia & Lymphoma Society, Inc.
The Refuge Center
The Trust for Public Land
Thistle Farms
Tinkers Creek Watershed Partners
TNSAVE
Town Center Community Alliance
Trees Atlanta, Inc.
Trees Lexington
TSU Foundation
Tunnel to Towers Foundation
Unearthing Farm and Market Inc.
United Health Foundation
United Way
University of Florida Foundation
Urban League
Walk Bike Nashville Inc.
Walking with Orphans
Water for People
WVU Hospitals East Foundation - University Healthcare Foundation
Youth Leadership Franklin, Inc.



Our ESG Framework

Our approach to ESG provides a cohesive framework for measuring and communicating our impact as an organization—particularly as it applies to our people; our clients; our suppliers, vendors and consultants; the communities we serve; and the world at large. Environmental considerations take into account how we perform as stewards of our planet; social criteria encompass our relationship with, and impact on, employees, suppliers, clients and communities; while governance focuses on, among other aspects, our leadership, succession planning, internal controls and the delivery of our practice.

ESG also provides a unified foundation for communicating the key considerations and actions that align with our mission, Core Purpose, brand promise of Genuine Ingenuity, Core Values and culture, as well as the four perspectives of our Strategic Plan.

Environmental

Our Environmental focus is rooted in working closely with our clients—advocating for responsible stewardship and helping them increase efficiency and reduce negative environmental impacts resulting from their operations. Our experience and passion uniquely position us to provide workable, sustainable, healthy and holistic solutions that address both current and future challenges. Across our firm, we also work to minimize waste and reduce our carbon footprint as we strive for a healthier, more sustainable and resilient future.

Goal ①

Develop, capture and report metrics associated with our sustainability and resiliency design commitments to reduce—and ultimately eliminate—negative environmental impacts.

Our Commitments:

- AIA 2030 Commitment (Toward Net-Zero Operational Carbon).
- SE 2050 Commitment (Toward Net-Zero Embodied Carbon).

Goal ②

Develop, capture and report metrics associated with our business operations to reduce—and ultimately eliminate—negative environmental impacts.

Our Commitments:

- Annual GHG Emissions Audit (Operational Carbon).
- Healthy + Sustainable Workplace Policy.



Social

Our Social focus is driven by our company culture and engagement in activities that create healthy and thriving communities. Our company culture drives what we do, and our Core Values of Commitment, Integrity, Respect and Teamwork are foundational to our every interaction. Whether it's working to ensure that each employee feels valued and included while having the opportunity for personal growth and professional development, or whether it's giving back to the communities we serve, we believe that each of us has the opportunity—and the responsibility—to have a positive impact on the lives of those around us.

Goal ①

Cultivate a professional, inclusive culture where diversity is celebrated and all employees feel that they belong, are valued and have equal opportunities to thrive—both personally and professionally.

Our Commitments:

- Perform equity reviews for all employees, including transparency communicated firmwide regarding our pay equity philosophy.
- Adopt a comprehensive DEIB Strategy, which includes education and awareness, recruitment, workforce development and measured outcomes.
- Ensure a safe and respectful workplace.
- Seek feedback through surveys and one-on-one interactions to consistently improve our firm's culture and engagement.

Goal ②

Commitment to supporting our employees' professional growth and personal development through individualized career plans focused on their goals.

Our Commitments:

- Mentorship Program.
- Build U Program.
 - Blueprint for Supervisory Excellence.
 - Internal and external learning and development, including licensure preparation and reimbursement, and access to CEUs.
 - Support and encouragement to participate in professional organizations.
- Leadership Evolution and Advancement Project (LEAP).

Goal ③

Commit time and resources— from both the firm and from individuals—to support community organizations that are having a positive impact on community well-being, health and wellness, and education/STEM-related causes.

Our Commitment:

- The Batey Gresham Philanthropic Program.
 - Tiered level of giving: firmwide, local and individual.
 - Volunteer matching hours.
 - Community Impact Award.



Governance

Our commitment to Governance as a privately-owned general partnership begins in our boardroom and with our Core Values, to ensure that we plan and execute the key elements of a strategic plan that is balanced and supports the long-term health and stability of our firm. Our robust operational and management systems are geared toward upholding high standards of integrity, accountability and operational excellence while also providing agility to adjust to new challenges and opportunities.



Goal ①

Govern our partnership with clearly defined policies and procedures built on a foundation of ethical principles, demonstrated commitment to transparent compliance, and a robust internal oversight structure.

Our Commitments:

- Core Values.
- Oversight and Accountability.
- Compliance Training.

Goal ②

Maintain a strategic focus on a smart, sustainable and resilient business model that is built around the firm's long-term health and stability.

Our Commitments:

- Plan the Work/Work the Plan.
- Expanding Our Vision.
- Valued and Aligned Services.

Goal ③

Proactively manage our risk to protect our stakeholders.

Our Commitments:

- Enterprise Risk Management.
- Project Risk Management.
- Professional Qualification.
- Continuity.

The “fingerprint” theme on this page and throughout our firm profile serves as a visual metaphor of the impression that each one of us can make on the projects and communities we’re connected to. Each fingerprint is unique, and each opportunity we’re presented with provides unique opportunities to deliver on our core purpose to help create healthy and thriving communities.



Genuine People, Genuine Opportunities

From architects to engineers, interior designers to planners, construction managers to commissioners, program managers to environmental consultants and everything in between, our firm is full of genuine people who are passionate about their work. We believe in fostering a culture of collaboration because we know that, when we work together, we can have a lasting, positive impact on our communities.

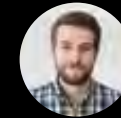
We're proud of what we do, and we embrace opportunities to find solutions to some of our clients' most pressing challenges. Our dedication extends beyond our projects; it also influences how we spend our time outside of the office. Whether we're using our expertise to support community organizations or sharing our knowledge to build the next generation of leaders, we know that what we do matters—both now and in the future.



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Breaking Cycles

Designing With Purpose for the Greater Good

Sivilay Xayasaene is a senior interior designer in Gresham Smith's Life and Work Places market. She joined the firm's Charlotte office in 2018 to start the new Life and Work Places studio, and has since worked on a variety of workplace strategies and interior design projects for corporate, hospitality, higher education and industrial clients across the state. Sivilay was named a senior associate at Gresham Smith in 2022.

Born in Thailand, Sivilay spent the first four years of her life in a refugee camp before immigrating to the United States with her parents and younger sister. Armed with an anything-you-want-is-attainable belief instilled by her parents, she discovered her passion for interior design, her passion for the "people" part of her role, and perhaps most importantly, her passion for making a positive difference in her local community.



Sivilay was the 2023 recipient of Gresham Smith's "Community Impact Award" for her work with nonprofit Do Greater Charlotte.



“It’s important to expose young people to a world of possibilities. Otherwise, they might never know how big their dreams and ideas can be.”



In 2020, when the COVID-19 pandemic began, Sivilay’s desire to help was manifested in the creation of homemade face masks that she sewed with her mother and personally donated to a local food pantry. The following year, she was accepted into the Leadership Charlotte program, where she became involved in numerous efforts to give back to the community, including the Harvesting Humanity project, in which Gresham Smith participated by designing birdhouses that were donated to several community spaces as well as the Integrated Arts Eco-Exhibit “Pollinator Pathways.”

Her heart for community service also led her to nonprofit connector SHARE Charlotte, where she serves as a board member and first learned about Do Greater Charlotte—an organization that builds creative confidence in kids by providing training in design, entrepreneurship and creative technologies.

“I knew I wanted to get involved in an organization that worked with middle-school-age students and represented many of the creative aspects that are close to what I do in my career on a daily basis,” says Sivilay. “It’s important to expose young people to a world of possibilities. Otherwise, they might never know how big their dreams and ideas can be. This is a nurturing community that helps kids discover their potential.”



“I have truly grown, and I think a lot of that has to do with the support I’ve received from leadership and the potential they’ve recognized in me.”

What caught her attention was the organization’s vision to transform a former day care space into a dynamic creative lab for underserved youth from Title 1 schools. Sivilay volunteered her time to develop the pro-bono interior design for the 8,700-square-foot center, located on the bottom level of a local church. In addition to four studios for music and video production, photography and podcast recording, the design includes a centrally located creative café component that helps connect the adjacent community to the organization. Supported by the latest creative technologies, the center allows students to see what it looks like to develop businesses around their individual interests and skill sets while having fun in the process.

“There were times when the project called for Sivilay to be on-site during the workday. Because of our commitment to community engagement, we were more than happy to provide her with the flexibility to do whatever was needed to ensure that such an important project to the local community and its youth was a success,” says David King, senior vice president of the firm’s architecture, engineering and design practice in the mid-Atlantic region.

In giving back to the greater Charlotte community, the project not only aligns with Gresham Smith’s Core Purpose to plan, design and consult to create healthy and thriving communities, but is also faithful to Sivilay’s vision of creating an inspiring learning space

that instills a sense of hope, confidence and belief in the students—just as her parents instilled in her—and helps them turn their ideas into future opportunities that will benefit the entire community.

“I can’t help but get excited when I talk about the project—it’s just so rewarding, and I feel like I’ve grown so much in the process,” says Sivilay. “It’s heartening to know that there are organizations out there like Do Greater Charlotte that are breaking cycles and providing equitable opportunities for kids. I’m so grateful to have had a chance to delve into this world and take risks with new ideas. I hope the creative space we’ve designed and brought to life inspires young people to pursue their passions and fully realize their infinite potential.”

Sivilay is also warmed by the support she’s received from her office—and the firm. She was honored with Gresham Smith’s “Community Impact Award” at the firm’s annual Celebration event.

“I think about who I was as a person prior to joining Gresham Smith—and it’s like night and day. I have truly grown, and I think a lot of that has to do with the support I’ve received from leadership and the potential they’ve recognized in me. I feel that everyone has that potential, and when they’re in the right environment they have a chance to flourish. The Do Greater Charlotte project is a true embodiment of that.” ◀

The CRTV lab is a co-creative space that exposes youth to creative professionals.



The lab also features a coffee shop that acts as a connector between the creative community and the youth the lab serves.



The lab was constructed in an underutilized space donated by a local church.

Designing Beyond the Four Walls

Fusing Artistry and Community-Centric Design

When Chris Hoal joined Gresham Smith's Nashville office in 2012, his talent and passion for design soon became evident through his work as a project designer. Gresham Smith leaders recognized his contributions and tagged him to become a studio design leader at the firm. In that role, Chris has worked to elevate design—both within the Healthcare market and firmwide. Since then, Chris has helped a new generation of design teams deliver award-winning projects that have received local and regional recognition. In 2023, Chris was named as the Healthcare market design leader and became a senior associate at Gresham Smith.

Chris has a passion for creating art and architecture that resonates with communities.



Born in Syracuse, New York, Chris enjoyed making things from a young age and credits his dad with cultivating an interest in how the “pieces fit together.” During high school, he set his sights on becoming an artist and ultimately earned a full scholarship to the Memphis College of Art. Rather than attending the art college, however, Chris applied to the School of Architecture at Mississippi State University. The reason, as Chris explains, was that he took his father’s advice to heart—that he would be better served pursuing a profession that combined the qualities and creativity of art with the structure of a more organized industry.

“My dad had a huge hand in shaping where I ended up in life,” says Chris. “I can still picture those Sunday mornings where he’d drag me out of bed to tackle household projects together. Whether we were painting all the windows, hanging a new door, or building a pergola in the backyard, those moments stuck with me. When I reflect on it now, it was more than child labor or father-son bonding moments; he was teaching me skills I would need later. He had the same insight when I wanted to become an artist and gave me the nudge to go to architecture school. I’m so grateful I did. There’s no chance I could have made a living as an artist!”

Chris first learned about Gresham Smith at a university career fair during his fourth year of architecture school. He was excited to be hired as a summer intern, and following his graduation



from MSU with a Bachelor of Architecture degree, transitioned into a full-time role as project coordinator in the firm’s Healthcare market.

That same year, Chris hit the ground running at the Nashville Healthcare Studio, designing significant parts of HCA’s StoneSprings Hospital Center in Dulles, Virginia—his first major project for the firm. A few years later, he embarked on yet another steppingstone project as project design leader for UP Health System – Marquette, a 600,000-square-foot replacement hospital in Marquette, Michigan.

“UP Health System – Marquette is the project that helped me fall in love with healthcare design,” says Chris. “It became a defining moment in my career and opened my eyes to the profound impact that design can have on a community and people’s lives beyond the creation of functional spaces.”

Chris’ passion for designing places and spaces that positively impact community well-being was realized through his contributions as project designer and architect for The Nashville Food Project headquarters.



The basic form of the building for The Nashville Food Project was intended to mirror the traditional structures in the surrounding community.



“This project meant a lot to our entire team because of the Nashville Food Project’s mission to grow,” says Chris. “We conceived a new design typology with them—part commercial kitchen, part office, and part community dining. The building also had to represent the neighborhood and integrate into it, creating a whole new space that would redefine and help establish a new trajectory for the community. I’m proud that our solution puts the heart and the soul of the organization on display in every facet of the design.”

“Chris is infinitely more interested in the process of design and how it can empower and connect communities than he is ‘hung up’ on the tools or delivery of design,” notes Brent Hughes, vice president in the firm’s Healthcare market. “This is evidenced in a ‘Design the Process, Process the Design’ methodology that Chris developed with a colleague, and ultimately led to the further evolution of Gresham Smith’s firmwide design approach.”

From his involvement in community-changing projects like UP Health System – Marquette, The Nashville Food Project headquarters, and his more recent work as design leader for the LEED-Gold certified Kaiser Permanente Lutherville-Timonium Medical Center in Maryland, one enduring element has consistently characterized Chris’ career at Gresham Smith: his devotion to both the art and process of design.



*LEED-Gold certified Kaiser Permanente
Lutherville-Timonium Medical Center.*

"I've always been fascinated with how people go from a blank sheet of paper to embarking on the creative design process. Without a doubt, it's led me to where I am today in my new role as Healthcare market design leader," says Chris. "My responsibility now is to help build a common design language and design process across our markets so we can elevate the way we talk to each other as well as our clients.

"I feel so incredibly fortunate to have had such wonderful mentors at the firm and in my life. I credit them with everything because they encouraged me to chart my own path. My goal is to be the same kind of role model and leader at Gresham Smith that my mentors were for me—someone who creates opportunities for others and guides them on their career pathway so they can grow not only as designers, but also as people." 🐾

"My goal is to be the same kind of role model and leader at Gresham Smith that my mentors were for me."

Chris Hoal
Healthcare Market Design Leader



A Roundabout Career

Mentoring Others as They Navigate New Roles

Sonja Thompson is a deputy program manager in Gresham Smith's Transportation market. Before coming to Gresham Smith, Sonja had a 30-year career at the Georgia Department of Transportation (GDOT). During her tenure at GDOT, Sonja held multiple roles that included providing leadership, construction management and project management, giving her the opportunity to take on tough projects. This experience exposed her to risk identification and management, which further enhanced her ability to plan projects and develop lump-sum budgets.

Gresham Smith fosters a close relationship with GDOT and has served as a strategic partner for 20-plus years, supporting a number of significant projects throughout the state. As a result, Sonja found herself working closely with the Gresham Smith transportation team, developing close relationships and a reputation for her strong work ethic.

Sonja demonstrates that the journey of family life is just as important as the professional highways she navigates.



“*Sonja is a living embodiment of our Core Values and puts them into a practical expression every single day.*”

Jeremy Busby
Georgia Program Management
Department Leader



When Sonja retired from GDOT in 2016, Jeremy Busby, Gresham Smith's Georgia program management department leader, hired her to help expand the firm's program management team. The team is dedicated to serving GDOT's Traffic Operations and Safety Program—a \$50 million contract resulting in an FY 2024 \$150 million construction budget for safety and operations that Gresham Smith has led since 2015.

In her new role, Sonja applied her unique blend of construction experience, civil engineering and project management experience along with her institutional knowledge and know-how to assess project impacts and enable successful delivery. She quickly became a resource for the Georgia

program management team, and her desire to share career-long perspectives on being a woman in a predominantly male industry, as well as her technical knowledge and commitment to professional growth, was invaluable. Sonja had found a new niche helping train junior staff to manage projects with discipline and responsiveness.

“Sonja is a living embodiment of our Core Values and puts them into a practical expression every single day,” says Jeremy. “Through mentorship, she is giving back to the industry that got her to where she is today. That's what makes her such a powerful team member and leader.”

“Up until this point in my career, I never considered mentorship as something I was passionate about,” says Sonja. “That mindset evolved in me when I joined Gresham Smith.”

When GDOT requested that Gresham Smith provide “embeds” (Gresham Smith employees who serve as a management extension of GDOT) to support their largest, most complex capital project for the state, Sonja was the top pick to manage it. Her performance proved to GDOT that Gresham Smith could provide a qualified project manager for its capital program.

**“At Gresham Smith,
I’ve been able to do
things that I never
knew I would have the
opportunity to do, and
that’s a fulfilling feeling.”**

Sonja Thompson
Senior Project Manager

Alissa Gilbert, a project manager assistant and GDOT embed in the firm’s Transportation market, was paired up with Sonja as her senior project manager. “From the very first project I was assigned to at Gresham Smith, Sonja has taken the time to support me step by step and ensure that I have all of the resources I need to succeed,” says Alissa Gilbert. “I would not be where I am today without Sonja’s guidance.”

It’s also not uncommon for Gresham Smith employees outside of the project management team to reach out to Sonja for her guidance. Her vast understanding of clients has enhanced the firm’s roadway design team’s capabilities on projects both in and outside of the state. She also supports Gresham Smith’s internal efforts to enhance and build out its Utility and Construction Engineering and Inspection (CEI) practices.

In 2022, Sonja was honored at the Georgia Partnership for Transportation Quality (GPTQ) award ceremony, a longstanding partnership between the American Council of Engineering Companies Georgia and GDOT, as the project manager for GDOT’s Bryan County Interchange project, an award winner in the rural interstate projects category. The awards highlight projects and people that demonstrate exceptional quality and expertise, a testament to her skills and reputation.

“At Gresham Smith, I’ve been able to do things that I never knew I would have the opportunity to do, and that’s a fulfilling feeling,” says Sonja. ◀



Sonja's award-winning focus on quality helps deliver exceptional projects such as the Bryan County Interchange.



Sonja ensures Alissa Gilbert, a project manager assistant with Gresham Smith, has all the resources she needs to be successful.



Sonja's team served as embeds to deliver GDOT's Tattall County US 301/SR 196 Roundabout.

A Touchdown Career

Tackling Engineering Challenges and Community Outreach

Dante Ferguson joined Gresham Smith's Building Engineering market as a structural engineer-in-training in 2020. From his home base in the Nashville office, Dante has worked on projects across a variety of markets and locations.

From an early age, Dante had a love for math and a problem-solving mentality. As an adolescent, he also became a fan of video games—particularly Minecraft, where players explore a blocky, three-dimensional world with virtually infinite terrain while discovering and extracting raw materials, crafting tools, and building structures and machinery. The game's "creative mode" sparked Dante's curiosity about how structures are built from the ground up and, more importantly, how they stay standing. Admittedly not artistic, Dante knew his strengths would lie in the structural design of buildings, rather than the aesthetic design. By his sophomore year of high school, he had decided that he wanted to pursue a career in engineering.



Dante puts his gridiron work ethic to use in the structural engineering field.

Dante also had a lifelong love of football. His father was a tight end at Vanderbilt University, and in 2015, Dante followed in his father's footsteps—moving from his hometown of Atlanta to Nashville. Rather than enroll at Vanderbilt, however, Dante chose to attend Tennessee State University, where he received a combined academic/athletic scholarship. A linebacker on the field and a force in the classroom, Dante majored in civil engineering.

Despite the challenges of shouldering a heavy workload along with a rigorous football schedule, Dante excelled academically—something he attributes largely to motivation, determination and a strong work ethic. By his senior year, he was an expert in time management and self-discipline. His reinforced concrete class took place in the evenings, which

often interfered with football practice. His professor noticed that he would walk into class a little late or leave a few minutes early—always wearing his practice gear—but that he never once missed a lecture and continued to earn top grades. Curious, his professor asked Dante how he was able to balance football with a difficult class schedule. "I live to break stereotypes," Dante told him. "I want to show that it is possible to do both if that's what you set your mind on. It will require sacrifice and discipline, but you don't have to choose one over the other if you're dedicated to your goal." The professor, who worked as a vice president in Building Engineering at Gresham Smith, knew that Dante's maturity and dedication would be an asset to the firm.

“I live to break stereotypes. I want to show that it is possible to do both if that’s what you set your mind on. It will require sacrifice and discipline, but you don’t have to choose one over the other if you’re dedicated to your goal.”

Following Dante's graduation with honors, his professor recruited him into Gresham Smith's Building Engineering market. In addition to pursuing a career in engineering at the time, Dante was also pursuing a career with the NFL. "I didn't think of one or the other as my Plan A and Plan B," he says. "Both paths were my Plan A, and whichever one worked out would be the path that I'd take." His first and most memorable engineering project was Baptist Health Care, based in Pensacola, Florida, where he worked alongside his former professor and implemented the lessons he had just learned in that professor's very classroom.

Today, Dante is optimistic about his engineering career at Gresham Smith. He has also been inspired by the opportunities he's had to explore other passions, including mentorship and community involvement. During his time at the firm, Dante has personally experienced the value that mentorship brings to young professionals.



**“I hope the experiences
that I gain will allow me
to become a beacon of
hope for others like me.”**

Dante Ferguson
Structural Engineer-in-Training

“Gresham Smith is unique in the sense that there is an eagerness to teach newer employees the ropes, rather than having a ‘sink-or-swim’ mentality,” Dante says. “Everyone here wants to see everyone succeed, and they see it as part of their job to help each other. That doesn’t happen everywhere.”

Dante has also become an active supporter of Gresham Smith’s Diversity, Equity, Inclusion & Belonging program, particularly when it comes to community outreach. One of his mentors is Mickey Sullivan, who has held several senior leadership positions throughout his 28-year career at the firm. The pair recently served as co-facilitators during a visit to the Nashville office from Café Momentum, an organization that aims to transform young lives by equipping Nashville’s at-risk youth with life skills, education and employment opportunities to help them achieve their full potential. Mickey recognizes Dante’s strong desire to give back to the community.



Dante (#54)

"Dante knows that being an engineer is his livelihood, and he is clearly invested in his career," says Mickey. "But I think his true passion lies with making an impact in his community. He is especially drawn to helping troubled youth get on the right path in life. I can tell by the way he genuinely connects with these young people that he wants to be able to make a difference in their lives."

"All of my life, I knew I never fit into one singular bucket," says Dante. "I was never 'just a football player' or 'just an engineer' or 'just the smart kid.' I feel that I can extend myself across multiple mediums in a professional and casual setting and, while it took some time for me to realize that, I hope the experiences that I gain will allow me to become a beacon of hope for others like me." ◀



Dante not only builds structures, but he also builds opportunities for others in his community.

Making a Difference

Capturing Stormwater and the Imagination

Diana Chumak is a project engineer in Gresham Smith's Water + Environment market. She joined the firm's Atlanta office in 2018, and has since worked on numerous projects with major clients, including the City of Atlanta, where she's provided technical and compliance support to complete several key capital improvement projects at the City's water and wastewater reclamation facilities. Diana was named an associate at Gresham Smith in 2023.

Born in Ukraine, Diana was raised in a small village at the foot of the Carpathian Mountains, where she developed a love of nature and the great outdoors. After immigrating to the United States with her family at the age of five, she eventually learned about recycling in elementary school, reporting to her parents that they had to "start recycling so they could save the planet!"

Diana's passion for nature overflows into her groundbreaking engineering approaches.





Diana was raised in a small farming village in Ukraine.

During her high school years, Diana took a class in AP environmental science, where she learned about the negative impacts of the earth's carbon footprint, further igniting her passion for environmental stewardship.

In 2019, Diana was a part of the Georgia Water + Environment team that collaborated with the City of Atlanta to design a Nutrient Recovery System (NRS) at R.M. Clayton Water Reclamation Center—Atlanta's largest water resource recovery facility. This groundbreaking process for extracting nutrients from wastewater streams and converting them into a highly pure, slow-release fertilizer product for use in various land applications not only generated a new revenue stream for the City, but also boosted R.M.



Clayton's triple bottom line, making it a more reliable, sustainable and adaptable facility.

Aware of Diana's keen interest in sustainability, Randy Booker, a senior vice president and technical practice leader in the firm's Water + Environment market, engaged her to develop a study in which she established an innovative approach to water reuse evaluation at electric vehicle manufacturing facilities. Diana was honored for her efforts with Gresham Smith's "Sustainability Leadership Award" at the firm's 2023 Celebration event.

"Electric vehicle battery manufacturing facilities are the new, hot thing and are being built everywhere—especially in small communities

where a large, new facility can have a disproportionate water demand compared to the demand of the communities they are built in," says Diana. "For this particular project, our client wanted to determine the feasibility of implementing a water reuse process to offset their high water demands. Typically, a large volume of relatively high-quality wastewater from a battery production process is discharged to a wastewater treatment plant. But with this study, we posed a new question: What if we captured that water and reused it instead?"

Since there was no textbook or template that could be used as a guide, the study became a highly customized, analytical and quantitative effort. The methodology Diana developed



demonstrates how much operational and embodied carbon is released from implementing various water reuse options, versus using water from a local utility. Recognizing that water reuse should be subject to a holistic impact assessment, her methodology quantified options based on both direct costs—capital, operations and maintenance, and life cycle financial payback—and indirect costs, mainly consisting of the carbon footprint.

“While calculating direct costs is a fairly common practice, incorporating indirect costs isn’t yet, so indirect impacts are largely left out of the decision-making process. We can apply this methodology of calculating those indirect costs for other battery production facilities, as well as on other projects where clients want to determine indirect costs in order to reach their sustainability goals.”

“This groundbreaking study and its findings could change the way that this client—and ultimately other EV battery manufacturers—prioritize water reuse.”

Randall S. Booker, Jr., Ph.D., P.E.
Water + Environment Vice President



The study determined that the most feasible reuse scenario was a rooftop stormwater capture system with an underground tank for storage. This resulted in the shortest payback period, as well as net neutral emission when compared to purchasing water from a local utility.

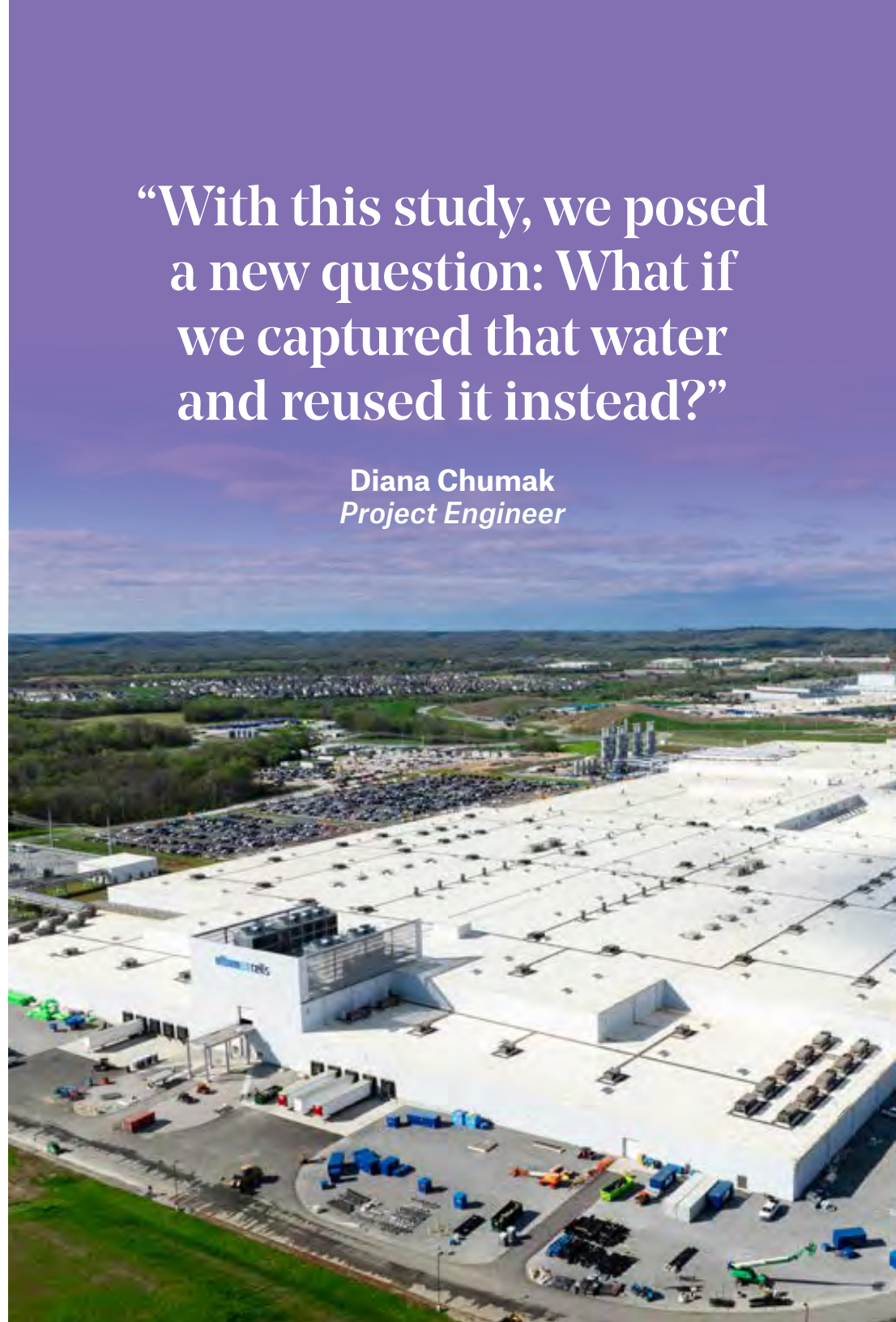
“This groundbreaking study and its findings could change the way that this client—and ultimately other EV battery manufacturers—prioritize water reuse as opposed to considering it as an afterthought,” says Randy Booker. “Our client was excited to take the methodology and findings and implement them in their future facilities that were in the initial phases of planning and design.”

Through her knowledge, skill sets and passion for environmental stewardship, Diana supports Gresham Smith’s Core Purpose to plan, design and consult to create healthy and thriving communities, by applying sustainability and resiliency to client projects.

“I ascribe to the idea that one person can make a difference, and that we should all be proactive instead of reactive,” says Diana. “As someone who’s passionate about sustainability, I believe that instead of just solving environmental problems we should be creating sustainable options. I feel so fortunate that this project allowed me to test myself while at the same time pursue a passion within my profession.” ◀

“With this study, we posed a new question: What if we captured that water and reused it instead?”

Diana Chumak
Project Engineer





Living to Serve

From Childhood Dreams to
Community Impact

Since his arrival at Gresham Smith's Dallas office in 2021, Jose Tavaréz, an architect in the firm's Aviation market, has swiftly made his mark. In just a few years, Jose has actively contributed his talents to a diverse range of aviation projects for prominent clients such as Norfolk Airport Authority and Dallas Fort Worth International Airport. He also serves as a recruitment ambassador for Gresham Smith's "Way to Recruit" program and takes the lead in fostering community engagement initiatives for the firm's Dallas office.

Born and raised in Miami to Latin American parents, Jose's early passion for drawing and building things laid the foundation for his future career in architecture. His trajectory became clear at the age of five when his mother declared, "You're going to be an architect." Little did he know that her insightful words would play a significant role in shaping his destiny.

Embarking on his professional journey at the age of 16, Jose gained his initial experience with a general contractor, followed by an internship with a Miami-based architecture firm. He continued to pursue internships throughout college, ultimately securing a full-time position with an architecture firm specializing in aviation. His association with Gresham Smith began during his involvement in the Fort Lauderdale-Hollywood International Airport Terminal 1 modernization and Concourse A expansion.

Reflecting on the experience, Jose recalls, “While my current firm was handling the Concourse A segment of the project as part of a joint venture with Gresham Smith, my responsibilities involved overseeing submittals and RFIs for the entire

project. Working with the Gresham Smith team left a lasting impression on me. I remember thinking: ‘Wow, these guys really have their act together!’ Witnessing their well-defined processes and commitment to quality from an outsider’s perspective made me admire the firm long before I officially came on board. When the opportunity arose to advance in my career, transitioning to Gresham Smith felt like a natural and seamless step forward, given the strong connections I’d already established. It felt like coming home.”

Upon joining Gresham Smith, Jose quickly demonstrated his proficiency in delivering thoughtful design solutions. His involvement in notable projects at Norfolk International Airport, Dallas Fort Worth International Airport, and

Louis Armstrong New Orleans International Airport not only highlighted his capabilities as a project architect and project manager but also underscored his leadership skills.

As an ambassador for Gresham Smith’s Way to Recruit program, Jose’s influence extends beyond the scope of his project work. Centered around his close collaboration with the firm’s university recruitment team, his recruiting approach places a strong emphasis on building meaningful connections, sharing personal experiences, and highlighting Gresham Smith’s positive culture during recruitment events. His inspiration for this approach stems from four words that initially captured his attention and sparked his imagination when he first joined the Dallas office.



“Working with the Gresham Smith team left a lasting impression on me. I remember thinking: ‘Wow, these guys really have their act together!’”

*Jose and fellow
Gresham Smith architect/
project coordinator
Jocelyn Gonzalez.*



to End Alzheimer's, CANstruction Dallas and AIA Dallas/TEXO Association's Bark + Build. Additionally, he's led the charge for the Dallas office's involvement in programs established by the Architecture and Design Exchange, including the Form Follows Fitness 5K, as well as spring and summer camps dedicated to supporting education and STEM initiatives for students from kindergarten through 12th grade.

Jose's commitment to community advocacy has also led to his appointment as the Aviation market's representative for the Dallas client service team. In this capacity, he plays an integral role on the community engagement subcommittee, working toward the development of projects that will mutually benefit both the community and the City of Dallas.

"Jose represents the best qualities of what a Gresham Smith employee should strive to be," says Kent McGilberry, Aviation studio leader for Gresham Smith's Dallas office. "His unwavering dedication to seamlessly integrating his project responsibilities, his proactive leadership in organizing community engagement events for the Dallas office, and his active participation in both market and firmwide initiatives are impressive and valued throughout the office, the market and the firm."

Looking ahead, Jose emphasizes that his commitment to giving back reflects a fundamental principle instilled by his mother throughout his upbringing.



*Jose pictured with members of the
Dallas Aviation team. L to R: Alejandra
Espino-Trillo, Kent McGilberry, Rob
Fuller, Brad Thaw, Jose Tavaréz,
Amy Trojacek and Sean Bogart.*

"One of the first things that caught my eye was the display of our Core Values—'Commitment, Integrity, Respect, Teamwork'—on the wall across from my desk," says Jose. "I quickly gained a deeper appreciation for their significance, seeing our team's dedication and the cohesive way they worked together. Observing the Employee Resource Networks in action and the firm's commitment to diversity, equity, inclusion and belonging really won me over. This firsthand experience fueled my determination to introduce more individuals to a culture and enterprise that I wholeheartedly believed in."

Outside of his project-related work, Jose serves as community engagement leader for the Dallas office. He spearheads various initiatives, collaborating with a diverse range of community organizations. These initiatives include participation in events such as the Walk

“My mother always used to say: ‘If we don’t live to serve, then we serve no purpose living.’ This philosophy has not only been a driving force throughout my life but also guides me at Gresham Smith,” says Jose. “I’m so excited to see what the future brings and how our growth will unfold. With every year that passes, and with every stride the firm takes to foster a positive culture and create thriving, equitable communities, it creates a ripple effect that piques the interest of others. A good example of this is when individuals approach me, inquiring, ‘Hey; are you guys hiring? It looks like a great place to work!’ To date, I have successfully recruited nine people to the firm—and that’s just the beginning!” 🐼

“My mother always used to say: ‘If we don’t live to serve, then we serve no purpose living.’”



Jose and members of the Dallas office take time to give back to the community through events such as the Form Follows Fitness 5K, CANstruction Dallas, and the Walk to End Alzheimer's.



Trailblazing Engineering

Connecting Communities Through Innovative Problem-Solving

Patrick Fiveash is the East Tennessee design department leader in Gresham Smith's Transportation market. He joined the firm's Knoxville office in 2013 as a senior transportation engineer. In his role, Patrick has contributed to a number of important roadway projects in East Tennessee, including the Tennessee Department of Transportation's (TDOT) second diverging diamond interchange located in Sevier County.

Previously, Patrick worked at a local Knoxville-based engineering firm until it was acquired by a much larger competitor. After the companies merged, he sensed a change in culture that prompted him to consider a new opportunity. That's when he was approached by Gresham Smith's East Tennessee Area State Transportation Leader Jason Brady, who pitched him on the idea of coming to a firm that was a major transportation player in the state and also placed a heavy emphasis on people and culture.



When Patrick started at the firm, he worked alongside two colleagues as a senior transportation engineer in the East Tennessee roadway design department. One of his first projects at the firm was being on the design team for TDOT's second-ever diverging diamond intersection. When it opened in 2015, this innovative intersection helped improve traffic safety and mitigate backups on I-40 and Winfield Dunn Parkway. More recently, he served as a key member of the design team behind the award-winning Marconi Boulevard project in the City of Alcoa. Opened in 2022, the project is part of a larger effort to reinvent the City and create a new town center for residents.

"When I started at the firm, I said I wanted to be a technical lead because I love engineering, problem-solving and finding solutions to our clients' problems," says Patrick. After a few years of excelling at his practice, he was encouraged by Gresham Smith's leaders to think about stepping into his own leadership role.

"As we saw Patrick's project leadership over the past several years, it became clear to us that he exhibited the qualities to lead and grow a roadway design practice in East Tennessee," says Kent Black, executive vice president of Transportation. "Patrick has a heart and passion for our work, clients and people. He lives out the culture of our firm and has become a strong leader of our staff.

We are fortunate to have talented and dedicated professionals leading us into our great future."

Patrick took their advice and began taking on new responsibilities, including project management, business development and client management. At the same time, he was able to keep doing what he loved—day-to-day engineering and problem-solving. Today, Patrick serves as the roadway design group leader in East Tennessee, and he was named an owner of the firm in 2023.

"It's cool when people see something in you, push you in a new direction and it works out," says Patrick. "I love my new role, my team and my relationship with clients."

For Patrick, it's not just about the work. His connection to Gresham Smith stems from the many opportunities he's had to be engaged outside of the office. He recently finished the American Council of Engineering Companies (ACEC) Tennessee Leadership PE Course, where he had the opportunity to travel around the state and learn from other leaders in the



*Patrick with the 2022
ACEC Tennessee
Leadership PE class.*

Patrick contributed to the design of a new pedestrian bridge converted from an old railroad bridge for the City of Alcoa, Tennessee.



Patrick with students at a middle school in Knoxville for an introduction to civil engineering class.



“When I see kids who are bright and curious and not familiar with engineering, I want to show them that there’s a path for them to become one.”

field about how they approach leadership, build effective teams and manage conflicts. He’s also served as a director on ACEC’s Knoxville chapter and as president of the Tennessee section of the American Society of Civil Engineers.

“For me, I feel like I’m heard,” says Patrick. “I’m not a robot making money for a firm. When I want to do something for the growth of my career, it’s accepted. We’re better as humans when we learn from each other.”

Through his various industry roles, Patrick has discovered another passion: engaging with and encouraging the next generation to consider

careers in engineering. He takes opportunities wherever he can find them—whether it’s speaking to middle schoolers about what it’s like to be an engineer or mentoring college students who are already interested in the profession.

Last year, Patrick secured money through Gresham Smith’s GIVE committee to provide STEM education at a Knoxville middle school and expose a diverse student body to the field of civil engineering. He’s also involved in a number of initiatives at The University of Tennessee, Knoxville’s Civil Engineering department. Patrick mentors UT seniors who are majoring in engineering, and he’s involved in the Society

for Hispanic Professional Engineers chapter, which focuses on empowering the Hispanic community to impact the world through STEM awareness, access, support and development.

“When I see kids who are bright and curious and not familiar with engineering, I want to show them that there’s a path for them to do this,” says Patrick. “My goal is to show these kids that anyone, no matter their background, can be an engineer.”

Maria's spirit of innovation leads others to make sustainable and resilient design choices.

Designing a Better Environment

Shaping the Future of Sustainable Design

Maria Sanchez is an interior designer in Gresham Smith's Healthcare market. She joined the firm's Miami office in 2018 and has since worked on a variety of healthcare projects for clients including HCA, Baptist Health, Encompass Health, and the University of Miami. Maria was named an associate at Gresham Smith in 2023.

Always a lover of interior design, Maria discovered a complementary passion for sustainability when she was an undergraduate at the University of Florida. Guided by her belief that great design should also have a positive impact on the world around her, she pursued courses that focused on all aspects of sustainable design and LEED, and eventually minored in sustainability.



“I’ve always felt that it’s our responsibility to not just build beautiful environments, but also environments that help people live better.”

Maria incorporates natural views, hospitality inspired finishes and inviting furniture into her hospital designs.



Today, Maria is an enthusiastic advocate of sustainable design and serves as a LEED resource for colleagues across the firm. She’s a member of Gresham Smith’s Healthcare Design Drivers committee, which ensures the market’s projects are approached meaningfully and measurably across categories including sustainability, human experience, technology and more, while aligning with Gresham Smith’s brand promise of Genuine Ingenuity. She was also appointed LEED project administrator for both the Jackson Health Freestanding Emergency Department and the Dominion Energy Technical Support Building projects. “I’ve always felt that it’s our responsibility to not just build beautiful environments, but also environments that help people live better,” says Maria.

As part of her passion for sustainable design, Maria represented Gresham Smith in the 2021 Greenbuild International Conference. There, she learned about the American Institute of Architects (AIA) Material Pledge and felt inspired to help Gresham Smith shift its approach to how it was selecting project materials. Maria focused on encouraging the firm’s leadership to support the reduction of embodied carbon and target eliminating red-list chemicals in specifications by 2030. She ultimately developed a Sustainability ad hoc group focused on healthy, sustainable material selection. Maria’s work garnered her recognition as the “Sustainability Leadership Award” winner at Gresham Smith’s annual Celebration event. That same year, already



“I don’t know many firms that allow you to carry out your passions in the way that Gresham Smith has empowered me to.”

familiar with LEED’s criteria of measuring a building’s environmental performance, Maria noticed something was missing: a standardized method to measure a project’s resiliency. Armed with an idea, she researched how designers could not just plan for, but also quantify and track, resiliency in the built environment. She was empowered to turn to Gresham Smith’s innovation incubator, Studio-X, to start the development of a resiliency scorecard.

Having grown up in Florida, Maria had firsthand knowledge of how important it was to design communities in a way that would help them mitigate the impacts of extreme weather. “We’ve always had hurricanes, but recently, storms have become stronger and more frequent,” says Maria. “In 2021, there was a winter storm in Texas where people didn’t have access to fresh water and other utilities. I thought, ‘Wow, it’s not just Florida—there are a lot of states going through this.’ It happened again in April of 2023 right here in Fort Lauderdale when we had a 1,000-year flood. It’s probably the worst natural disaster I’ve experienced. So, how can we build redundancies and establish methods for communities to not be as vulnerable in the future? There’s a sense of urgency.”

The resiliency scorecard she developed with the help of Sustainability and Resiliency Program Manager Lauren Seydewitz uses five criteria to measure resiliency and is now being tested on eight Gresham Smith projects. Maria also hosts

workshops on its use cases, inspiring others at the firm to plan for resiliency in their project designs and using it as a chance to finesse the scorecard based on feedback from her colleagues.

“Her ability to engage with others to both inform and inspire action is really a testament to her leadership,” says Lauren. “Maria is the first to raise her hand to take on new technical challenges. She’s always curious, explores new approaches, and pulls from her network and resources to contribute a fresh perspective.”

Outside of the firm, Maria is also a leader within the industry. Since 2018, she has been part of the International Interior Design Association (IIDA) of South Florida, serving as a past board member and holding positions including director of technology, director of signature events and vice president of events. A highlight of her time with IIDA was organizing the BRAGG Awards, a black-tie event which celebrates design excellence in the South Florida community.

Maria’s passion for bringing others together also extends to her own Miami office, where she is a member of the affectionately dubbed “Fiesta Fam.” The employee-led group plans social and philanthropic events for local employees, including beach days, volunteer events and their yearly holiday parties.



"I don't know many firms that allow you to carry out your passions in the way that Gresham Smith has empowered me to," says Maria. "I'm excited to have the opportunity to advance our knowledge of sustainability and resiliency strategies to ultimately create healthier, more responsible designs as well as use the insights we gain from the development of new tools and technology to benefit not only the firm, but the AEC industry as a whole." ◀

Maria's contributions to the design of the Jackson Health Medical Pavilion includes incorporating materials with recycled content and responsibly sourced products, and installing energy efficient systems.



Maria represented Gresham Smith at the 2021 Greenbuild International Conference.

Maria's approach creates welcoming, aesthetically appealing environments that are sustainable and connect to clients' brands.



Industrial Ingenuity

Forging Success,
One Plant at a Time

Since joining Gresham Smith in 2013, Dave Verner has served in multiple leadership roles, including executive vice president of the Industrial market. His current focus is growing the firm's relationships in the battery and electric vehicle industry—an area where his deep expertise has already led to significant project wins for the firm.

Born in Salt Lake City, Utah, Dave spent his early years out west until the age of 13 when he transitioned to life in the South alongside his family, whose roots were in Tennessee. In 1980, Dave was granted a scholarship to Auburn University (AU) on the merits of a biology paper—a key turning point that would shape the course of his life and career.

Dave's childhood fascination with science fiction sparked his unique path to a career in architecture.

Gresham Smith designed Ultium Cells' newest lithium-ion battery manufacturing facility in Spring Hill, Tennessee. The plant is projected to employ 1,700 people in new high-tech jobs.



“I’m proud of how we’ve grown, evolved and developed our team to successfully deliver these complex, large-scale projects.”



“When I was in high school, I had to write a research paper as part of my biochemistry class. At that time—during the energy crises of the 1970s—there were articles written about solar power being transformed into microwave energy on satellites and beamed to earth. Since, like my dad, I am a science fiction junkie, this fascinated me,” remembers Dave. “I did the research and wrote a paper called: ‘*The Effects of Microwave Bombardment on Drosophila Melanogaster with Special Attention to Mutations and Population Abnormalities.*’ Basically, I zapped fruit flies in the microwave and tracked their genetic mutations. My teacher, without telling me, submitted the paper to a competition and it won, resulting in my full, four-year scholarship to Auburn University.”

After graduating from AU with a Bachelor of Architecture degree in 1984, Dave started his professional journey working for a small architectural firm in Memphis, Tennessee. He moved to Nashville in 1989, where he spent the next 23 years working primarily in the Industrial market for a full-service architecture and engineering firm. Leaving that firm, Dave’s original plan was to establish his own A/E practice, but he received a pivotal phone call from a business colleague who was working at Gresham Smith. That call led to an interview, and Dave joined the firm as a project executive later that year.

Over the next 10 years, Dave guided the Industrial market toward rapid growth and success by nurturing crucial client relationships and securing significant projects for the firm, culminating in his appointment as executive vice president of the Industrial market—just as the electrification revolution was poised to transform the industrial ecosystem.

“My first introduction to electric vehicle battery plants came from a conversation I had with LG Energy Solutions,” says Dave. “The first thing that struck me about these plants was the sheer amount of power they use, which I honestly did not think was accurate. So, I began doing research on what it takes to design a gigafactory. Right off the bat, we made a concerted effort to work with partners who could increase our knowledge base and quickly bring us up to speed, given that speed to market is crucial in the design of EV battery facilities. We then began pursuing battery plant projects and won our first project in 2019.”

Since then, Gresham Smith has become the premier designer of EV battery facilities in the United States, and is currently involved in either the design, construction or commissioning of 13 gigafactories across the U.S. and Canada. “I’m proud of how we’ve grown, evolved and developed our team to successfully deliver these complex, large-scale projects—and so fast and effectively,” Dave remarks.



Gigafactories are monumental structures housing numerous complex processes with unprecedented energy demands.

Dave credits an understanding of the client’s business, culture and people, along with the ability to manage a global team, as key common denominators for success. “One of our big strengths is building a team that is comfortable and capable of working with non-U.S. clients,” says Dave. “That includes bringing in people who are bilingual and can help other team members understand the cultural nuances of working with non-U.S. teams. Things can easily get lost in translation when working on such large-scale projects. That’s why it’s so critical to find the right people when building a team—people who have the experience working with someone whose first language isn’t English. Although what we do is hard, what our clients do is often even harder. The people on our team have an innate understanding and appreciation of that.”

Looking ahead to his new role as director of energy strategy, Dave intends to maintain and grow the relationships he’s cultivated within the

battery and electric vehicle industry to ensure the continued growth of the firm’s Industrial practice. And while he’s very much looking to the future, he remains introspective about the reasons he was drawn to the industrial arena in the first place—long before EV battery manufacturing facilities sparked a transformative shift in his world.

“I’ve been involved in Industrial in some way, shape or form for my entire career,” reflects Dave. “What appeals to me the most about it is its dual nature—not only is it technically complex, but it is a dynamic force that shapes economies and transforms the very fabric of our communities. I feel privileged to be a part of that. Also, I just like the fact that you can pick up anything while sitting at your desk and know that somebody, somewhere made it. No matter what the item is, there’s an industrial process and a production facility behind it. We help make that possible. How cool is that?”



Dave enjoys sharing his Industrial market expertise with the team.



“Although what we do is hard, what our clients do is often even harder. The people on our team have an innate understanding and appreciation of that.”



Beyond the Status Quo

Making a Meaningful Impact

Morgan Dunay is a landscape designer and community planner in Gresham Smith's Land Planning market. Since joining the firm in 2020, she's played a role in driving positive change, making significant contributions to notable projects such as the Louisville Metro Broadway All the Way Master Plan.

Morgan embarked on her Gresham Smith journey through a shadowing opportunity during her senior year at the University of Kentucky, where she was working toward a bachelor's degree in Landscape Architecture. Despite the positive experience, her initial career aspirations leaned toward research and teaching, with the ultimate goal of earning a Ph.D. However, two years later, while pursuing her master's degree in Regional and Community Planning at Kansas State University, fate intervened at a conference where she was honored with a student award for her outstanding undergraduate work.

During her summer internship at Gresham Smith, Morgan was exposed to planning and early conceptual work within the Land Planning market, including the Chattahoochee Riverlands Greenway Study.



Recalling the significant turning point, Morgan recounts, “Louis Johnson, then a senior landscape architect at Gresham Smith, approached me, asking about my goals. After talking with Louis, it became clear that many of the projects in the Land Planning market aligned with my environmental interests, particularly their focus on urban stream systems. It didn’t take long to decide to take a summer internship at the firm. During that summer, I was exposed to a lot of the planning and early conceptual work they did, which included projects like Beargrass Creek, the Chattahoochee Riverlands Greenway Study, and the Lexington Multifamily Stormwater Retrofit Manual. That experience truly hooked me!”

Upon completing her studies at Kansas State University in 2020, Morgan officially joined Gresham Smith as a landscape designer. However, her first full-time role coincided with the unexpected emergence of the COVID-19 pandemic, requiring her to adapt to the challenges of a new job, a new home, and a new city—all while working remotely.



“Gresham Smith’s offices, like most workplaces at that time, had to close for the safety of our employees,” remembers Morgan. “As a lifelong learner, I used the isolation to intensify my learning efforts, especially in the areas of technology. I seized every opportunity that came my way. The importance of my job and social network took on a whole new meaning, and I’m deeply grateful to my supervisor and team for providing the support and guidance that helped me navigate through such unfamiliar territory.”

During this unique phase of her career, Morgan’s primary project focus became the Broadway Master Plan—a collaborative effort between

the firm’s Land Planning and Transportation markets that reimagined Louisville’s 6-mile Broadway corridor. Beyond contributing her expertise in graphic communication skills to create a community-centric approach that bridged landscape architecture and transportation planning, Morgan played a crucial role in the development of the RAISE grant application in collaboration with Louis Johnson. This successful effort secured a federal match of \$5 million for Louisville Metro to advance their “Broadway All the Way” project.

“RAISE is a highly competitive federal funding program. Morgan’s dedication



“Her work on the grant process for the Broadway project reached a level of dedication that truly sets her apart.”

Louis Johnson
Land Planning Executive
Vice President



and passion played a pivotal role in Gresham Smith successfully completing the work on an incredibly tight timeline that demanded extended hours over weekends and nights,” says Louis Johnson, executive vice president of Gresham Smith’s Land Planning market. “What’s so important about this grant is that it opens doors for us for future opportunities. Morgan has always shown exceptional persistence and commitment to consistently deliver quality results across a spectrum of diverse projects, but her work on the grant process for the Broadway project reached a level of dedication that truly sets her apart.”

Morgan’s passion for diverse projects and collaborative teams is complemented by her dedication to continuous learning, as evidenced by her goal to someday earn a Ph.D. Morgan shares, “I’ve always strived to learn something new—be it in business development or understanding design projects. I ask a lot of questions! And while some might call me nosy, it’s driven by genuine curiosity. Learning from those around me, whether they’re more experienced or learning alongside me, has been truly rewarding. It’s had a big influence on how I approach and think about projects.”

Beyond her professional commitments, Morgan is deeply engaged in community service. Having served as a co-chair for United Way and holding key positions such as chair for Kentucky ASLA’s

Emerging Professionals and secretary for APA Kentucky, she emphasizes her commitment to her favorite mantra: “We can make a difference.” “Everything I do is guided by the belief that each of us has the power to make a difference,” says Morgan. “Every project becomes an opportunity to explore ways to contribute positively, whether it’s environmentally, as a community asset, or enhancing an experience. I think this mindset applies to projects of all scales. I always strive to move beyond the status quo and consider how we can make a lasting impact.”

Illustrating Morgan’s philosophy is Parkland Plaza in Louisville’s historic Parkland neighborhood—a once-thriving commercial center adversely affected by urban renewal in the 1960s. Morgan reflects, “This was a pro bono project. Despite a limited budget and a simple design, we successfully transformed an empty lot in the Parkland neighborhood into a cherished space that the community now regards as sacred. Witnessing their joy and genuine love for a space that had previously seen little investment encapsulates why I am so passionate about my profession.

“For me, this project symbolizes the essence of making a meaningful impact—creating spaces that become integral to a community’s identity. My aim is to walk away from every project, whether it be for a client or the community, with that same sense of accomplishment.” ◀



“Witnessing their joy and genuine love for a space that had previously seen little investment encapsulates why I am so passionate about my profession.”

Morgan Dunay
Landscape Designer & Community Planner

Our Growth

Our business is focused on smart, sustainable growth without incurring any debt from outside creditors. As a result, we have the financial stability to make business decisions that support the long-term health of our firm. As part of our strategic growth initiative, we've established local offices in both Denver and Detroit, which allow us to better serve our clients in these regions.

Our Denver presence represents a long-term investment to support our current Aviation, Healthcare and Life and Work Places clients while broadening our reach throughout the Front Range and Mountain States. Our operations in the Detroit metropolitan area capitalize on the region's strong automotive manufacturing legacy, allowing us to expand our teams serving the electric vehicle battery manufacturing industry.

We've also been hard at work moving and expanding our existing offices to align with what employees need in today's work environment. Our new spaces allow for better team collaboration, "heads-down," focused work, and wide-open spaces where co-workers can relax, hold in-office events or simply spend time together.

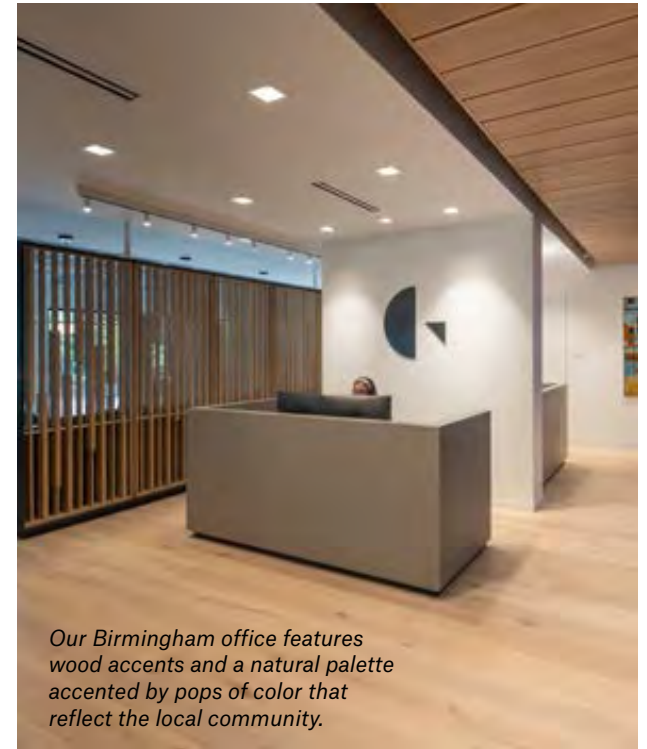
“A foundational aspect of our geographic expansion has been to follow our clients. We go where our clients are going in order to help them succeed.”

Randy Gibson
Chief Strategy Officer



Our newest office spaces feature hub areas where employees can gather to work, meet or socialize.

Employees celebrate the grand opening of new Tampa office space in The Loft at Midtown.



Our Birmingham office features wood accents and a natural palette accented by pops of color that reflect the local community.



Employees celebrate the grand opening of new Birmingham office space in the Five Points neighborhood.



Our offices are designed to promote collaboration and creativity.

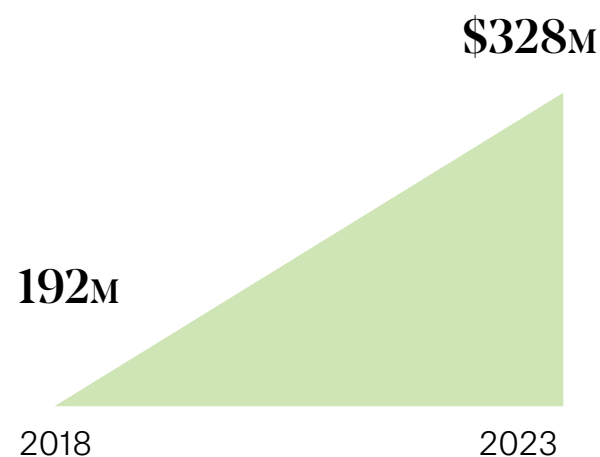
By the Numbers

Our no-debt strategy, along with the fact that we serve a wide client base across eight market sectors, has positioned us with a solid balance sheet, strong cash reserves, and the flexibility to invest in our people while focusing on initiatives that lead to exceptional project delivery for our clients and promote the long-term financial health of our firm. Our strategic focus areas of People & Culture, Our Practice, Clients and Business Outcomes guide our long-term decisions while providing a consistent approach to how we operate our business.

“*We believe strongly that reinvesting a portion of our profits into rewarding and developing our people is not only the right thing to do, it ultimately leads to a better, smarter and more resilient firm.*”

Dwayne West
Chief Financial Officer

Gross Revenue



▲ **71%**
growth in gross revenue
since end of 2018

Rounded financial numbers and percentages.

Investment in Our People

$$\begin{array}{ccc} \$2.3\text{M} & + & \$3.5\text{M} = \$5.8\text{M} \\ \text{in 401(k) matching contributions} & & \text{in profit-sharing 401(k) contributions} & & \text{total company 2023 contributions to employees' 401(k)s} \end{array}$$



Rounded 2023 financial numbers and percentages.

Leadership

Management Team



Rodney Chester, Chief Executive Officer



Peter Oram, Chief Operating Officer



Dwayne West, Chief Financial Officer



Randy Gibson, Chief Strategy Officer



Kelly Knight Hodges, Chief Development and Engagement Officer

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Rodney Chester, Chair

Kent Black, Vice Chair

Carolyn Blake

Randy Gibson

Kelly Knight Hodges

Jeff Kuhnenn

Jim Langlois

Peter Oram

Wilson Rayfield

Mike Sewell

Dwayne West

Ann Massey (External Board Member)

Executive Vice Presidents

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Aviation

Bryan Tharpe

Building Engineering

Jim Langlois

Healthcare

Brian Miller

Industrial

Louis Johnson

Land Planning

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Life and Work Places

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Market Vice Presidents

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Transportation

Christian Dunaway

Water + Environment

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Aviation

Jason Fukuda

Building Engineering

Carolyn Blake

Healthcare

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Land Planning

Adrienne Miles Ciuba

Life and Work Places

Jody Braswell

Transportation

Randy Booker

Water + Environment

Corporate Services Directors

Andy Aparicio

Corporate Communications

Newell Lawson

Finance and Accounting

Tonya Spry

Human Resources

Joseph Duke

Information Technology

Angie Womack

Marketing Operations

Eric Huber

Risk Management

Market Design Leaders

Chris Hoal

Healthcare

Adam Nicholson

Life and Work Places

Practice Pillar Directors

Jeff Kuhnhen

Architectural Design

Mike Sewell

Innovation

John Wharton

Project Delivery Excellence

Office Locations

Founded in Nashville in 1967, our teams work from 26 offices in 14 states across the southern and midwest United States.



Genuine Ingenuity

As a top-ranked architecture, engineering, design and consulting firm, we provide full-service solutions for the built environment with a focus on the aviation, building engineering, healthcare, industrial, land planning, life and work places, transportation, and water and environment market sectors. Throughout all of our work, we are united behind our Core Purpose: to plan, design and consult to create healthy and thriving communities. We are also committed to creating a culture where our employees feel valued, that they belong, and are empowered to do their best, and most impactful work.

Learn more at [GreshamSmith.com](https://www.GreshamSmith.com).



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