

A Note from Our CEO

Every year, I make it a point to visit each one of our offices. It's one of my favorite things to do because it gives me a chance to connect to and hear from our people on a personal level.

When I ask our employees what keeps them here at Gresham Smith and what motivates them to come to work every day, two answers invariably come up: One is our great culture; the second is the positive impact that our work is having.

How we live out our Core Purpose—to plan, design and consult to create healthy and thriving communities—is one of the lenses through which I measure our firm's success. I'm happy to say that I see evidence of our positive impacts every day, and just like our teams, it provides the motivation to give it my all, no matter what I'm working on! When you think about how your project will ultimately benefit the community, it's easy to let your passion drive your performance.

Whether it's helping connect cities and towns, creating places for healing, developing spaces that enhance the quality of life, or providing clean water and improving neighborhood resiliency, the projects we deliver are evidence of the positive impact we have on the places in which we live and play; the people using the spaces we create; and the clients who trust us to provide solutions to their most pressing challenges.

In case you're wondering, the other lens through which I measure our success is what we're doing to build a great culture—and there's an unbreakable connection between having a positive culture and creating a positive impact.

I invite you to take some time to explore examples of how our work is helping to make the world a better place—through projects that contribute to healthy communities, and projects that contribute to thriving communities. We hope that you'll be inspired and share our passion.

CEO & Board Chair





Contents

Who We Are & What We Do	1
Our Markets	4
Our Impact: Healthy Communities	6
Our Impact: Thriving Communities	36
Our Culture	76
Our Flem Smith Mentorship Program	80
Our Batey Gresham Philanthropic Program	82
Our ESG Framework	84
Office Locations	92





Who We Are & What We Do

As a premier architecture, engineering and consultancy services firm, we provide a full suite of solutions that address current needs and safeguard against future challenges. Our client base spans eight strategic sectors that encompass a diverse and balanced mix of public agencies and private companies.

Throughout all of our work, we are dedicated to delivering an exceptional client experience that leads to our clients' success. We've earned a reputation as trusted advisors and strategic partners who bring a consultative approach, creative thinking and human-centric design to deliver solutions that positively impact local communities. In addition, our multimarket perspective, combined with our industry-leading approaches, innovative technologies and specialized talent, helps clients navigate rapidly changing environments.

We're also committed to providing a safe place to work across all of our offices and project locations. As part of our formalized processes, we routinely monitor our safety statistics, and our annual reporting data shows that we consistently outperform industry benchmarks for safety.

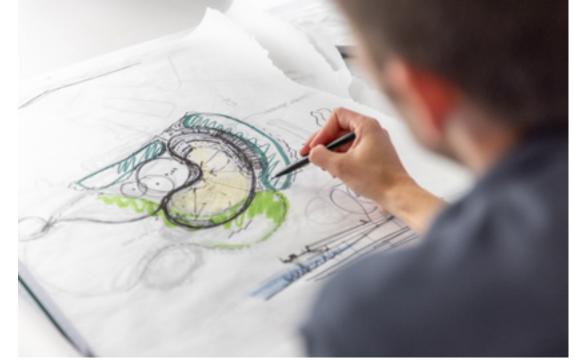
The result of our commitment to excellence is evident—both through repeat work from our clients and award recognition from industry organizations such as the American Institute of Architects, the American Council of Engineering Companies, the International Interior Design Association, and the American Society of Landscape Architects.

Our Core Purpose

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

Genuine Ingenuity

Our brand promise speaks to the authentic nature of our people and our commitment to deliver creative, innovative solutions to our clients and communities.







Our Markets



Aviation

Airports are as unique as the communities they serve. We partner with our clients to create the ultimate passenger experience that is the first and last impression of their community.



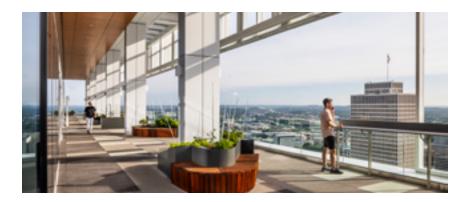
Land Planning

From creating site plans and designing vibrant streetscapes to incorporating sustainable, high-performing landscapes, we design spaces that nurture thriving communities.



Building Engineering

From mechanical, electrical, plumbing and structural engineering to post-construction commissioning, sustainability and resiliency, our services set a solid foundation for high-performing buildings.



Life and Work Places

We design spaces where life, commerce and community come together.



Healthcare

We improve the health of communities with research-based, value-added solutions that benefit health systems, care providers and patients alike.



Transportation

We offer practical, forward-thinking and innovative solutions for a wide range of infrastructure projects, including interstates, bridges, bike paths, roundabouts and utilities.



Industrial

Specializing in customized solutions, our expertise is focused on the FDA/USDA-regulated, advanced process and manufacturing, mobility and energy sectors—collectively known as FAME.

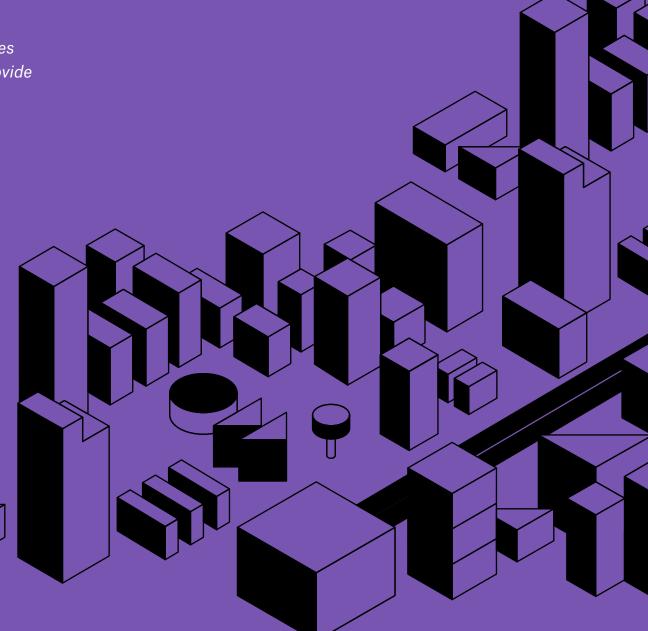


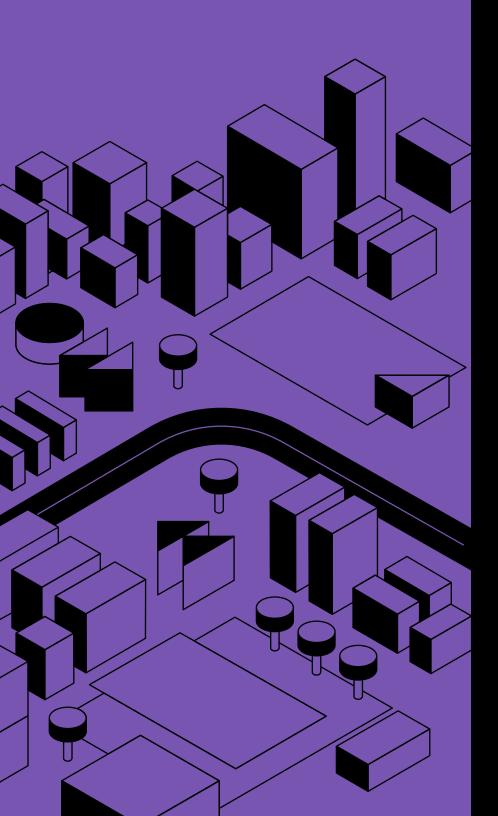
Water + Environment

From maintaining clean drinking water and treating wastewater to managing stormwater, we improve essential infrastructure to keep communities healthy and resilient.

Our Impact: Healthy Communities

From hospitals that promote healing to spaces that foster well-being, from facilities that provide clean water to solutions that improve traffic safety, the projects in the following section illustrate how our work is having a tangible impact on the health of our communities.





Sarasota Memorial Hospital Cornell Behavioral Health Pavilion	8
Dallas Greenhouse Gas Emissions Inventory	10
Kaiser Permanente Pueblo North Medical Offices	12
Chattahoochee RiverLands	14
Northwestern Medicine Delnor Cancer Center	16
Methodist Le Bonheur Children's Hospital Cardiovascular Intensive Care Unit Expansion	18
Dallas Southside Wastewater Treatment Plant Major Maintenance and Rehabilitation	20
University of South Florida Health Taneja College of Pharmacy	22
FDOT District 5 Safety Technical Support and Public Outreach	24
Fulton County Big Creek Water Reclamation Facility Expansion Construction Management	26
Lakeland Veterans Affairs Community-Based Outpatient Clinic	28
Blueprint Columbus	30
UAB Cooper Green Mercy Health Ambulatory Care Center	32
Guam Waterworks Authority Northern District Wastewater Treatment Plant Expansion	34



A New View on Behavioral Healthcare

Sarasota Memorial Hospital Cornell Behavioral Health Pavilion



Client

Sarasota Memorial Hospital

Location

Sarasota, FL

Markets

Healthcare

Services

Architecture, Interior Design

Sarasota Memorial Hospital (SMH) is the only hospital in the region offering specialized behavioral healthcare. Replacing the older psychiatric hospital on SMH's Sarasota campus in Southwest Florida, the Cornell Behavioral Health Pavilion consolidates services under one roof while enhancing and expanding care for individuals affected by mental and behavioral health challenges. The facility was purposefully designed to allow for an abundance of natural light and to break away from the traditional designs found in other behavioral health establishments. Flexible bed zones meet shifting patient populations, individual rooms promote dignity and independence, and an outdoor terrace creates a sense of community.

A Journey to Net Zero

Dallas Greenhouse Gas Emissions Inventory

Client

City of Dallas Office of Environmental Quality & Sustainability

Project Partner

ICF International, Inc.

Location

Dallas, TX

Markets

Building Engineering

Services

Sustainability & Resiliency

The City of Dallas is a respected leader in proactively reducing greenhouse gas emissions. In support of the City's Comprehensive Environmental and Climate Action Plan, we're conducting a greenhouse gas emissions inventory of community sources and municipal operations. The updated emissions inventory will give the City insight into the impact of its current carbon reduction actions and data to inform and enhance future environmental strategies, furthering the City's goal of achieving net-zero emissions by 2050.





Comprehensive Care in Colorado

Kaiser Permanente Pueblo North Medical Offices



Increased Capacity to Serve 5k+ Kaiser Permanente Members

Client

Kaiser Permanente

Location

Pueblo, CO

Markets

Healthcare, Building Engineering

Services

Architecture, Interior Design, MEP Engineering, Structural Engineering, Sustainability & Resiliency Since opening in 2009, Kaiser Permanente has outgrown its Pueblo North Medical Offices. The new facility will provide after-hours urgent care as well as increased capacity for members and staff. The 15,500-square-foot space will feature primary and specialty care in addition to laboratory, imaging and pharmacy services, which will provide comprehensive care under one roof for more than 5,000 Kaiser Permanente members in Southern Colorado's Pueblo community. Design features highlight community artwork such as a mural on the exterior walls created by a local artist that highlights regional flora and fauna.

Gresham Smith | 13





Reimagining Metro Atlanta's Relationship with the Chattahoochee

Chattahoochee RiverLands



Client

Cobb County Department of Transportation

Location

Cobb County, GA

Markets

Transportation, Land Planning

Services

Civil Engineering, Landscape Architecture, Planning

Opened in 2024, the first phase of the Chattahoochee RiverLands provides unprecedented access to the portion of the Chattahoochee River south of I-285 in Cobb County, Georgia, giving residents and visitors the opportunity to see, interact with, and experience nature in a new and unique way. The project features a multifaceted trail, including a boardwalk that spans scenic wetlands, a soft-surface trail, and an education nook situated above a river overlook.

Expanding Cancer Care

Northwestern Medicine Delnor Cancer Center

Client

Northwestern Medicine

Location

Winfield, IL

Markets

Healthcare

Services

Architecture, Interior Design

Located in the Chicago suburb of Geneva, the expanded Delnor Cancer Center brings state-of-the-art cancer treatment closer to where patients live and work. The new facility has nearly doubled the capacity of the medical oncology program, and includes expanded multi-disciplinary clinics as well as private infusion bays with abundant natural light for chemotherapy patients. Staff amenities include a large lounge with an outdoor terrace with stunning views. These enhancements enable Northwestern Medicine to serve more than 10,000 cancer patients a year.





Heart of Innovation

Methodist Le Bonheur Children's Hospital Cardiovascular Intensive Care Unit Expansion

Client

Methodist Le Bonheur Healthcare

Location

Memphis, TN

Markets

Healthcare, Building Engineering, Land Planning

Services

Architecture, Interior Design, Structural Engineering, Civil Engineering The expansion of the cardiovascular intensive care unit at Le Bonheur Children's Hospital has tripled its capacity and bolstered critical care at this world-class facility in Memphis, Tennessee. The unit is home to Tennessee's first Interventional Cardiac Cath MRI suite, which streamlines imagery and procedures to facilitate safer patient care with less time spent under anesthesia. Features such as family access to an exterior courtyard have been designed to reduce stress for patients and their families. The space supports teaching and information sharing while connecting doctors and hospitals around the world.

Critical Care for Pediatric Patients











Future-Proofing Wastewater Treatment in Texas

Dallas Southside Wastewater Treatment Plant Major Maintenance and Rehabilitation



Critical Upgrades to Serve 1M+ Residents

Client

City of Dallas

Location

Dallas, TX

Markets

Water + Environment

Services

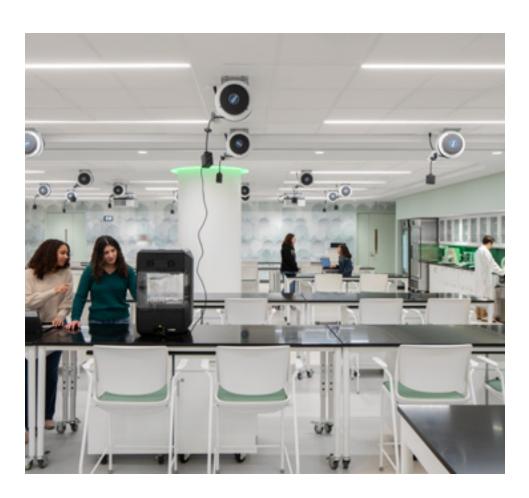
Wastewater Engineering, Stormwater Engineering One of two wastewater treatment plants (WWTP) serving the City of Dallas, Southside WWTP is a critical piece of infrastructure needed to support continued growth and development.

As part of the City's Major Maintenance Program, Gresham Smith designed upgrades for 14 critical pieces of infrastructure to promote operational efficiencies, add flexibility, and increase reliability and redundancy. The upgrades address today's capacity needs and regulatory requirements while enabling the City to be more adaptable and flexible in the future.



Advancing a Forward-Thinking Pharmacy Program

University of South Florida Health Taneja College of Pharmacy



Client

University of South Florida Health

Location

Tampa, FL

Markets

Life and Work Places

Services

Architecture, Interior Design, Experiential Design & Wayfinding, Branded Environments

To support the emerging technologies of pharmacy education and attract the best-of-the-best pharmacy students, the University of South Florida Health's Taneja College of Pharmacy needed a facility that would grow with them. The new space allows the program to expand its physical footprint, along with innovative technologies and creative learning strategies while also attracting talent. Featuring an innovative clinical learning area, "maker" space and modular classrooms, the design solution reflects the college's commitment to creating a healthier future.







Supporting a Mission for Zero Fatalities

FDOT District 5 Safety Technical Support and Public Outreach

Client

Florida Department of Transportation

Location

Central Florida

Markets

Transportation

Services

Civil Engineering, Public Outreach

Driven by Florida Department of Transportation's mission to bring traffic fatalities and serious injuries to zero, we are spearheading safety enhancements within District 5 that includes professional, technical and public outreach services. The contract encompasses a wide range of safety strategies and is designed to pave the way for a safer, more accessible and sustainable transportation network for all users. Key activities include speed management evaluations; the development of mitigating safety strategies, campaigns and public safety announcements; monitoring of pilot projects; and facilitating an annual Central Florida Safety Summits, all aiming to make a positive and enduring impact to the safety of our communities.











Facilitating Fulton County's Future

Fulton County Big Creek Water Reclamation Facility Expansion Construction Management

Client

Fulton County Department of Public Works

Location

Alpharetta, GA

Markets

Water + Environment

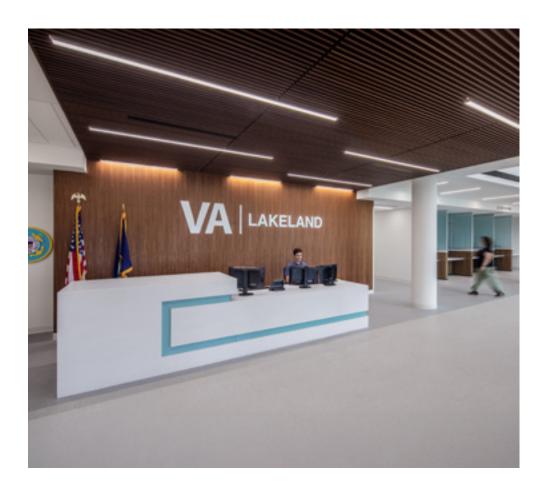
Services

Construction Management

As Fulton County's largest water reclamation facility (WRF), Big Creek WRF serves an approximately 70-square-mile area north of Atlanta. An investment that will support population growth and economic development for decades to come, recent upgrades increase capacity, elevate the quality of treated wastewater and reduce waste load to the Chattahoochee River. We served as the construction manager for the design-build project, which included one of the largest membrane system installations in North America.

Healthcare for Heroes

Lakeland Veterans Affairs Community-Based Outpatient Clinic



Client

The Molasky Group of Companies

Location

Lakeland, FL

Markets

Healthcare

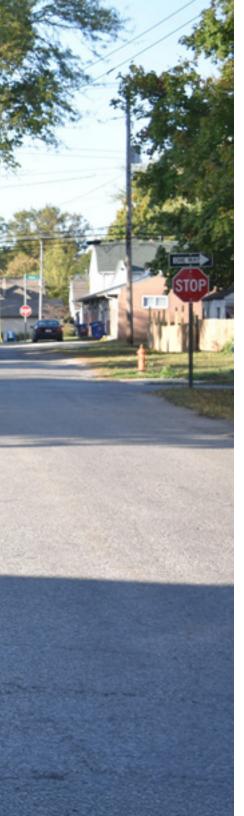
Services

Architecture, Interior Design

The U.S. Department of Veterans Affairs' new outpatient clinic in Lakeland, Florida, meets the growing needs of the area's veterans. Nearly five times larger than the VA's former Lakeland-area facilities, the new space consolidates primary, specialty and diagnostic services into one convenient location to provide healthcare for more than 23,000 veterans annually. Design elements incorporate military insignia and draw from local landmarks, which honors the service and sacrifices made by our nation's veterans, while indoor and outdoor gathering spaces create a sense of community.







Overcoming Urban Flooding

Blueprint Columbus

Client

City of Columbus Department of Public Utilities

Location

Columbus, OH

Markets

Water + Environment

Services

Stormwater Engineering

During extended periods of rainfall, the City of Columbus' urban environment contributes stormwater runoff that exceeds the capacity of the storm and sanitary sewers, resulting in overflows and significant localized flooding. As part of the Columbus Blueprint program, we designed 81 green infrastructure facilities that get to the root of the problem, providing local flooding relief and improving water quality for the greater Columbus community.

Expanding Healthcare Access in Alabama

UAB Cooper Green Mercy Health Ambulatory Care Center

Client

Cooper Green Mercy Health

Location

Birmingham, AL

Markets

Healthcare

Services

Architecture, Interior Design, Planning

Replacing the organization's original 1970s-era clinical building, the new Cooper Green Mercy Health Ambulatory Care Center provides full-service outpatient care for the Birmingham, Alabama, community—regardless of ability to pay. The facility integrates traditional healthcare services such as primary and specialty care, imaging and laboratories with wellness programming, including a fitness center, a multipurpose room for health education, community meetings and support groups, and an outdoor walking trail. Design elements feature creative art pieces inspired by the artistic culture of the region.













Infrastructure Upgrades in the Hub of the Pacific

Guam Waterworks Authority Northern District Wastewater Treatment Plant Expansion



Client

Guam Waterworks Authority

Location

Dededo, Guam

Markets

Water + Environment

Services

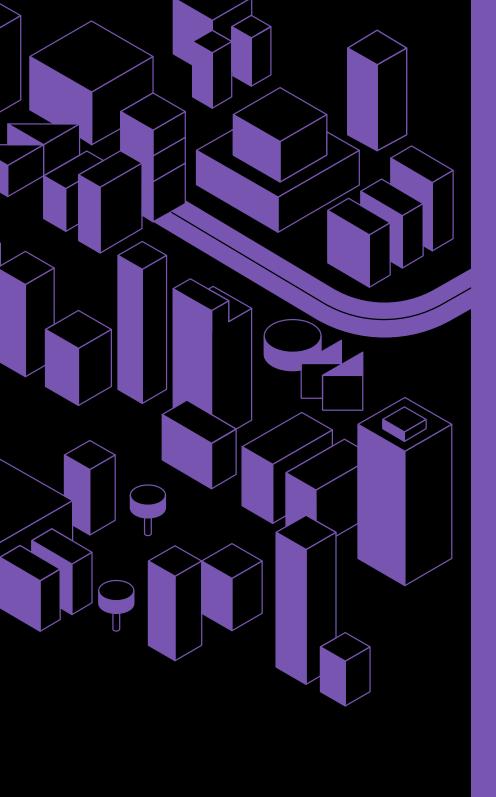
Wastewater Engineering

Guam Waterworks Authority's largest capital project to date, the expansion of Guam's Northern District Wastewater Treatment Plant provides improved wastewater infrastructure to protect marine and groundwater resources while serving 165,000 residents. The expanded infrastructure also accommodates the relocation of 5,000 U.S. Marines and their families to Camp Blaz. Upgrades increase the plant's capacity and provide secondary biological treatment, bringing important benefits to both the civilian and military communities on Guam.



Our Impact: Thriving Communities

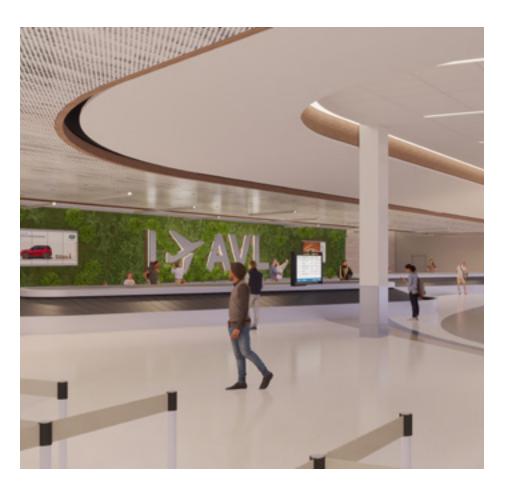
Whether we're expanding infrastructure to meet the needs of an ever-growing population, revitalizing downtown areas, creating vibrant city gateways, or helping industries get established in local economies, we contribute to thriving communities each and every day. The following projects embody our impact.



Asheville Regional Airport (AVL) Terminal Modernization & Expansion	38
Broadband Expansions	40
Broadway Viaduct Bridge Replacement	42
Charlotte Douglas International Airport (CLT) Terminal Lobby Expansion	44
Do Greater Charlotte Creative Lab Uptown	46
Dominion Energy High-Voltage and Technical Laboratories	48
Downtown Danville Streetscape	50
I-40 Widening and Interchange Reconstruction	52
Kelley's Landing Master Plan	54
Kentucky Transportation Cabinet's Complete Streets, Roads, and Highways Manual	56
Legacy Business Park	58
LG Chem Battery Cathode Manufacturing Plant	60
Louis Armstrong New Orleans International Airport (MSY) Brand Identity	62
MDHA 5th and Summer	64
Myrtle Beach International Airport (MYR) Concourse A Expansion and Modernization	66
Nashville Yards	68
Royal Canin Pet Food Facility	70
Sarasota Bradenton International Airport (SRQ) Terminal Expansion and Modernization	72
Ultium Spring Hill Battery Plant	74

A Modern Gateway to the Mountains

Asheville Regional Airport (AVL) Terminal Modernization & Expansion



Client

Greater Asheville Regional Airport Authority

Location

Asheville, NC

Markets

Aviation, Building Engineering

Services

Architecture, Interior Design, Civil Engineering, Structural Engineering, Planning, Experiential Design & Wayfinding

One of the fastest-growing airports in the country, Asheville Regional Airport (AVL) needed to update its 1950s-era terminal to accommodate the increase in passengers and destinations. Featuring river-inspired flooring patterns, waterfall-influenced ceilings and a striking "living" wall in the baggage claim area, our design solution celebrates the spirit of Western North Carolina while adding much-needed space. The new facility will enable AVL to continue providing strong air service offerings that support the growth of business and tourism in the state's Mountain Region.





Broadening Broadband Access

Broadband Expansions



Client

Internet Service Providers, Federal Government Agencies, State DOTs, Municipalities, Electric Cooperatives, Tribal Nations

Location

Nationwide

Markets

Transportation, Industrial, Building Engineering

Services

Planning, Design, Coordination, Construction Inspection

Just as the construction of an Interstate Highway
System in the 1950s connected our nation, the
deployment of broadband infrastructure is having a
critical impact on the connectivity of communities
across the country. High-speed internet connections
have become increasingly essential for remote
work, virtual student learning, telehealth, security,
entertainment and other applications. Our work not
only serves national laboratories and critical data
centers but also unserved and underserved areas
throughout the rural United States.

Efficiently Creating a Safer Bridge

Broadway Viaduct Bridge Replacement

Client

Tennessee Department of Transportation

Location

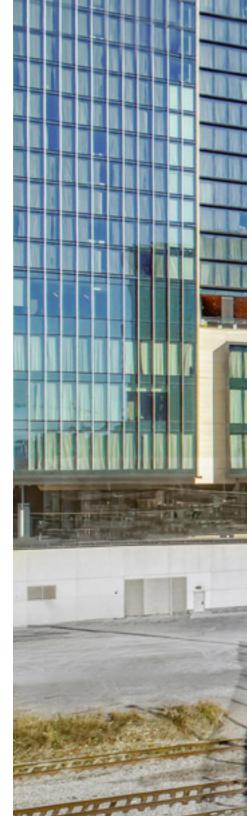
Nashville, TN

Markets

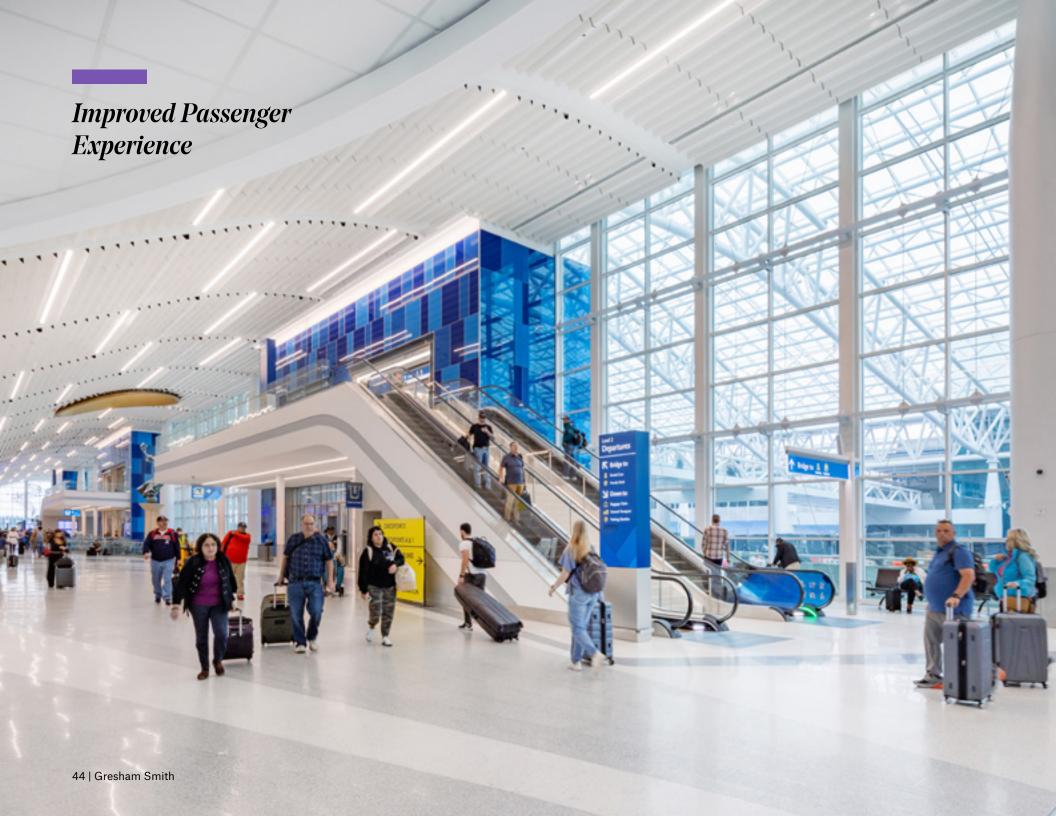
Transportation

Services

Roadway Design & Engineering, Utilities & Broadband We used accelerated bridge construction techniques to minimize the traffic impacts of a major bridge superstructure replacement project. As the main western gateway into Nashville, the Broadway Viaduct Bridge spans five active CSX railroad lines, 11th Avenue South and a greenway. It also serves as a crucial arterial for the city, carrying approximately 26,000 vehicles daily as well as critical telecommunications for the downtown area. The project, designed to improve safety for bicyclists, drivers and pedestrians, shortened the amount of time the bridge was fully closed to just eight weeks.







Serving Passengers a Side of Southern Hospitality

Charlotte Douglas International Airport (CLT) Terminal Lobby Expansion



Client

Charlotte Douglas International Airport

Location

Charlotte, NC

Markets

Aviation, Building Engineering

Services

Architecture, Interior Design, Planning, Experiential Design & Wayfinding, Branded Environments, Sustainability & Resiliency

The terminal lobby expansion at Charlotte Douglas International Airport (CLT) is an essential part of its long-term plan to meet growing demand. Featuring a soaring curbside canopy, consolidated security checkpoints, upgraded amenities and a statue of Queen Charlotte that serves as a focal point, the project marries a sense of place with smart design to accommodate travelers' needs and deliver a touch of Southern hospitality—Charlotte style.

Creating Spaces for Creatives

Do Greater Charlotte Creative Lab Uptown

Client

Do Greater Charlotte

Location

Charlotte, NC

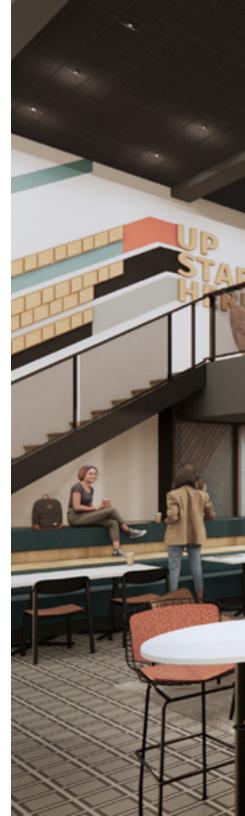
Markets

Life and Work Places

Services

Interior Design

Designed to support Charlotte's next generation of creators and entrepreneurs, the Do Greater Charlotte Creative Lab Uptown will offer students and young professionals a place to connect, collaborate and shape the future. Formerly serving as office space for an architectural firm, the new state-of-the-art facility marks the latest step in revitalizing the local community by fostering creativity and economic opportunity. Do Greater Charlotte expects to inspire up to 10,000 underserved creatives and entrepreneurs per year through the new space.





A Unique Integration

Dominion Energy High-Voltage and Technical Laboratories

Client

Dominion Energy

Location

Dinwiddie, VA

Markets

Industrial, Building Engineering, Life and Work Places

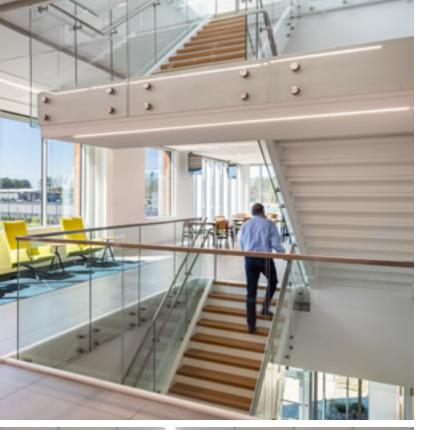
Services

Architecture, Engineering, Interior Design

The introduction of a new high-voltage lab (HVL) and a separate technical lab at Dominion Energy's Locks Campus in Dinwiddie, Virginia, marks the unique integration of a one-of-a-kind high-voltage testing laboratory alongside a specialized technical lab. Unique in both its design and function, the 19,000-square-foot HVL, one of the largest in the country, is a 140-foot cube Faraday cage, facilitating the safe testing and development of new equipment in an energized environment. Our design solution allows Dominion Energy to establish a technology-centered facility while supporting its ongoing efforts to expand its presence in the Dinwiddie region of Virginia.













A Complete Community Transformation

Downtown Danville Streetscape



Client

City of Danville

Location

Danville, KY

Markets

Transportation, Land Planning

Services

Roadway Design & Engineering, Utilities & Broadband, Landscape Architecture, Urban Design & Planning

The transformation of Danville's Main Street has brought a revitalized sense of community and safety to the area—not only by elevating the aesthetic appeal of the town but also by enhancing safety and accessibility for all residents. The project's focus on slowing traffic, brightening streetlights and adding new public spaces for gathering encapsulates a commitment to delivering multiple benefits in a single project, including making the town a safer place for both residents and visitors. It represents a significant step forward in promoting the economic vitality and community spirit of Danville, setting a precedent for small-town revitalization projects across the region.

Upgrading a City Center Gateway

I-40 Widening and Interchange Reconstruction

Client

Tennessee Department of Transportation

Location

Jackson, TN

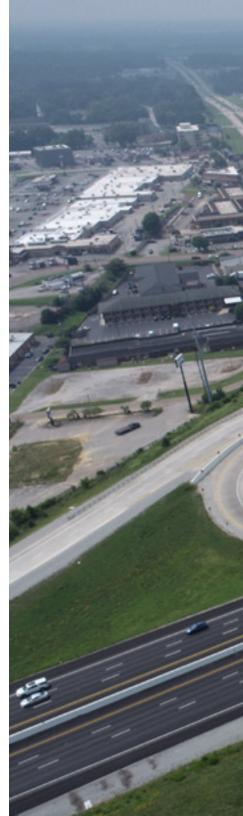
Markets

Transportation

Services

Roadway Design & Engineering

I-40 near Jackson, Tennessee, is home to one of the state's top tourist destinations. To improve safety and access for both residents and commuters, we provided roadway design and engineering services for a critical widening and interchange reconstruction project for the Tennessee Department of Transportation. The improvements allow the local community to better manage current and future traffic demands. A key feature of the project is a new single-point urban interchange that will provide a new gateway entrance into the historic city center in Jackson.





Creating Access to an Iconic River

Kelley's Landing Master Plan



Client

Fund for Greater Lexington

Location

Lexington, KY

Markets

Land Planning, Transportation

Services

Landscape Architecture, Civil Engineering, Planning, Experiential Design & Wayfinding

This community-centric project aims to enhance Lexington's quality of life, bolster economic development and improve health outcomes. The master plan will transform a 30-acre site into a communal hub, creating Lexington's first public park with direct access to the Kentucky River. By focusing on green space, recreational facilities and preserving the Kentucky Bluegrass Region's natural beauty, the plan ensures access for the entire community. With community engagement as a priority, it aligns the park's design with the needs and desires of Lexington's residents, serving as a true reflection of the community.







Helping to Enhance Transportation Networks

Kentucky Transportation Cabinet's Complete Streets, Roads, and Highways Manual

Client

Kentucky Transportation Cabinet

Location

Frankfort, KY

Markets

Transportation

Services

Planning

We led the development of the Kentucky
Transportation Cabinet's new Complete Streets,
Roads, and Highways Manual. The manual merges
assessments of past efforts with evaluations of
new opportunities to enhance Kentucky's Complete
Streets Policy and transportation networks.
By shifting from a motor vehicle-centric system
to a new, holistic approach, the manual is helping
the state meet the needs of all users. Designed
to be a flexible, living document, its guidance
and recommendations inform the decisions of
transportation engineering practitioners for
communities across the Commonwealth.

Creating Safe Transportation Networks



Leveraging Environmental Systems to Create Community Assets

Legacy Business Park



Client

Lexington-Fayette Urban County Government

Location

Lexington, KY

Markets

Land Planning, Industrial, Transportation, Water + Environment, Building Engineering

Services

Landscape Architecture, Civil Engineering, Planning, Experiential Design & Wayfinding

Legacy Business Park presents a unique opportunity for the City of Lexington—serving as a foundation to invest in future job growth. More than an infrastructural endeavor, it's a thoughtful master plan that reimagines industrial development, transforming it into a community asset. By prioritizing ecological preservation and shared spaces, the project paves the way for a blend of economic development and quality of life, embodying a vision of a future-friendly, interconnected community.

Powering Economic and EV Growth

LG Chem Battery Cathode Manufacturing Plant

Client

LG Chem

Location

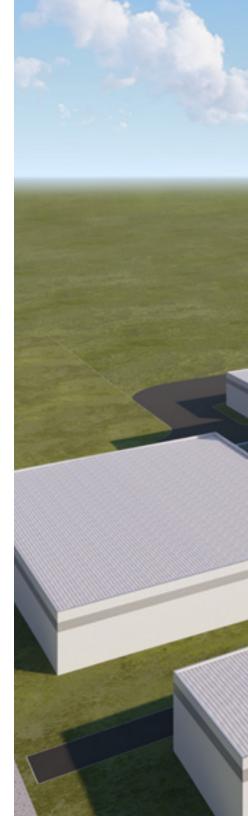
Clarksville, TN

Markets

Industrial, Land Planning, Building Engineering, Water + Environment

Services

Architecture, Engineering, Landscape Architecture, Planning, Experiential Design & Wayfinding As one of the largest business investments in Tennessee's history, LG Chem's new \$3.2 billion Battery Cathode Manufacturing Plant is expected to bring nearly 900 jobs to the region in this two-phased investment. The project represents a significant investment by LG Chem in support of its initiative to produce active battery cathode material onshore. Long-term, the multiphase expansion will provide the capacity to produce enough cathode material to supply approximately 1.2 million electric vehicles.





A Brand Reflective of a Region

Louis Armstrong New Orleans International Airport (MSY) Brand Identity



Client

City of New Orleans

Location

Kenner, LA

Markets

Aviation

Services

Brand Identity Design

As the gateway to New Orleans and the surrounding area for millions of travelers annually, Louis
Armstrong New Orleans International Airport (MSY) provides passengers with a first and last impression of the region. A newly reimagined brand, including a fleur-de-lis and cohesive color palette conveying New Orleans' vibrancy, uniquely encapsulates the spirit of the low country and its legacy as a global gateway.

controlling Name is a known from the State of St sectionings, exteriorment and more. It has been of with awards such as Batt, he port, in North America

ign of the berminal facility in executions of the geography beta region and soft curves of the Waldschip! Hover, it is trical in plan, with the building's form incomprising Entire and the plan, with the building's form incomprising buildings. in the plane. A presentation of their bond of the bond of prices, where it creats over a large control by fight. The loss factors are primarily glass, allowing for beautiful views is the shright.

OOR, the pirport wis named after one of New Oristen' more orne sons, Louis Armston's. The three letter Mercifler code is I've which should for Bohard Sinck Yards.



Logo Anatomy



LOUIS ARMSTRONG NEW ORLEANS INTERNATIONAL AIRPORT

Brand Guide

source, animets used treat, the enquer's color painting taken dily to color the confider of serie Oriente.

Fresh Fern

CHMATSIKO

9:198 0:314 S-146

resch Quarter Rouge

SCHOWAS.

SPECIAL OCCUSIONS -

bags, and in a

White Willow

NCB.

WEX

NAMES OF TAXABLE PARTY CAPE CASE/GRASES

8.207 C.207 B.314

1010104

Fleury Pink

C+#29Y54K0 E 233 G 154 E 199 1030407

PARTICINE SALE

Governance

You to use these brand suidelines.

A Reimagined Visual Identity

Gresham Smith | 63

Helping Build a Greater Nashville

MDHA 5th and Summer

Client

Metropolitan Development & Housing Agency

Location

Nashville, TN

Markets

Life and Work Places, Land Planning

Services

Architecture, Landscape Architecture, Civil Engineering

In support of the Metropolitan Development and Housing Agency's mission to create affordable housing opportunities, strengthen communities and help build a greater Nashville, we are contributing to the Envision Cayce Master Plan with a mixed-income, residential building. With 111 residential units, the building will feature one-, two- and three-bedroom floorplans that will create a sustainable and healthy community in East Nashville.









Expanding Toward Coastal South Carolina's Future

Myrtle Beach International Airport (MYR) Concourse A Expansion and Modernization

Client

Horry County Department of Airports

Location

Myrtle Beach, SC

Markets

Aviation

Services

Architecture, Interior Design, Engineering, Experiential Design & Wayfinding

One of the fastest-recovering destinations from the COVID-19 pandemic, Myrtle Beach International Airport (MYR) has experienced remarkable growth and now serves more than 3 million passengers annually. To keep pace, the airport sought an expansion to Concourse A. Our design marries function and form, providing ample space and upgraded amenities alongside panoramic views of the airfield—leaving a lasting impression on passengers traveling to coastal South Carolina's Grand Strand region.



Creating a Vibrant Mixed-Use Development

Nashville Yards



Client

Southwest Value Partners

Location

Nashville, TN

Markets

Life and Work Places, Land Planning

Services

Architecture, Interior Design, Landscape Architecture

Nashville Yards, an expanding mixed-use district with a 7+ acre footprint, is set to become the gateway to downtown Nashville, fostering a cohesive blend of community, commerce and connection. Pinnacle Tower, home to Pinnacle Financial Partner's headquarters, is the first multi-tenant office tower at Nashville Yards and will serve as a hub for future business growth. A 1.31-acre pedestrian park named Ascension Saint Thomas Landing will connect to the tower. The park's focus on sustainability and public access are key elements in rejuvenating the previously underutilized urban open space. Together, these projects are shaping a welcoming, health-conscious environment that enhances the quality of life for both residents and visitors.

Meeting the Growing Demand for High-Quality Pet Food

Royal Canin Pet Food Facility



Client

Royal Canin

Location

Lewisburg, OH

Markets

Industrial

Services

Architecture, Interior Design, Experiential Design & Wayfinding, Branded Environments

Royal Canin's new \$390 million, 450,000-square-foot facility will help meet the rising demand for high-quality, premium pet food. We designed the facility to meet leading-edge environmental standards, including LEED Silver certification. Once operations begin, this newest facility—one of six manufacturing sites across the U.S. and Canada—is expected to bring 224 new jobs to the Lewisburg, Ohio, region.





Guiding Southwest Florida's Growth

Sarasota Bradenton International Airport (SRQ) Terminal Expansion and Modernization



Client

Sarasota Manatee Airport Authority

Location

Sarasota, FL

Markets

Aviation, Building Engineering

Services

Architecture, Interior Design, Experiential Design & Wayfinding, Commissioning

Since 2019, Sarasota Bradenton International Airport (SRQ) has experienced rapid growth. As a result, the airport required an expanded main terminal to better serve those traveling to and from Southwest Florida. Our design solution, which features five new gates and a second security checkpoint, not only increases capacity and improves passenger flow but also positions the airport for the future by enabling connectivity to a planned future concourse.

Contributing to GM's All-Electric Future

Ultium Spring Hill Battery Plant



1,300 New Jobs Created

Client

Ultium Cells

Location

Spring Hill, TN

Markets

Industrial, Building Engineering, Land Planning

Services

Architecture, Commissioning, Engineering, Experiential Design & Wayfinding, Branded Environments, Interior Design, Landscape Architecture, Site Development When Ultium Cells, a joint venture of LG Energy Solution and General Motors, decided to double its battery production in the United States, they called on a familiar face. After designing Ultium Cells' first battery plant in Lordstown, Ohio, we were once again selected to design the 2.8-million-square-foot facility in Spring Hill, Tennessee. Opened in 2024, the \$2.3 billion investment is expected to create 1,300 new jobs. It will supply battery cells to GM's Spring Hill manufacturing assembly plant, which will build Ultium-powered vehicles. The mass production of battery cells will contribute to GM's vision for an all-electric, zero-emissions future.







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. Because of that, we consistently strive to create a culture that serves as a model for A/E firms worldwide—where our employees feel a sense of inclusion, belonging and respect; have rich opportunities for personal development and professional growth; and have the flexibility to effectively balance their work and personal lives.

Our Core Purpose—to plan, design and consult to create healthy and thriving communities—defines who we are and how we approach our work. Our Core Values of Commitment, Integrity, Respect and Teamwork define what we stand for and how we treat those around us. Our tagline of Genuine Ingenuity reflects the fact that everyone we work with can expect to collaborate with authentic, personable people who produce innovative solutions to the most pressing challenges.

In order to address the engineering workforce pipeline, our CEO chairs the American Council of Engineering Companies' newly established Workforce Committee. Every year, we also hold a firmwide Celebration event, where we come together for an entire day to celebrate our people, our projects, our practice and the positive impacts we are having on our communities.

To ensure that we're continually improving our culture, we regularly measure our progress through surveys, one-on-one conversations and annual CEO office tours. We also benchmark ourselves against other firms and industries, and we're proud that we are consistently ranked as a "Best Place to Work" across our office locations.

Our Core Values

Commitment

Integrity

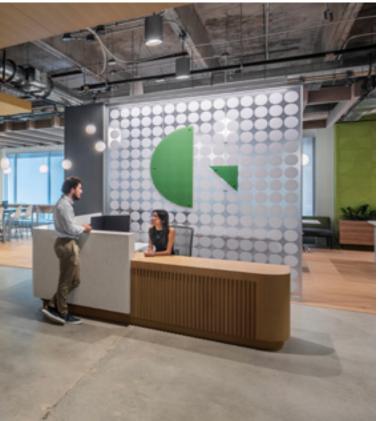
Respect

Teamwork









96%

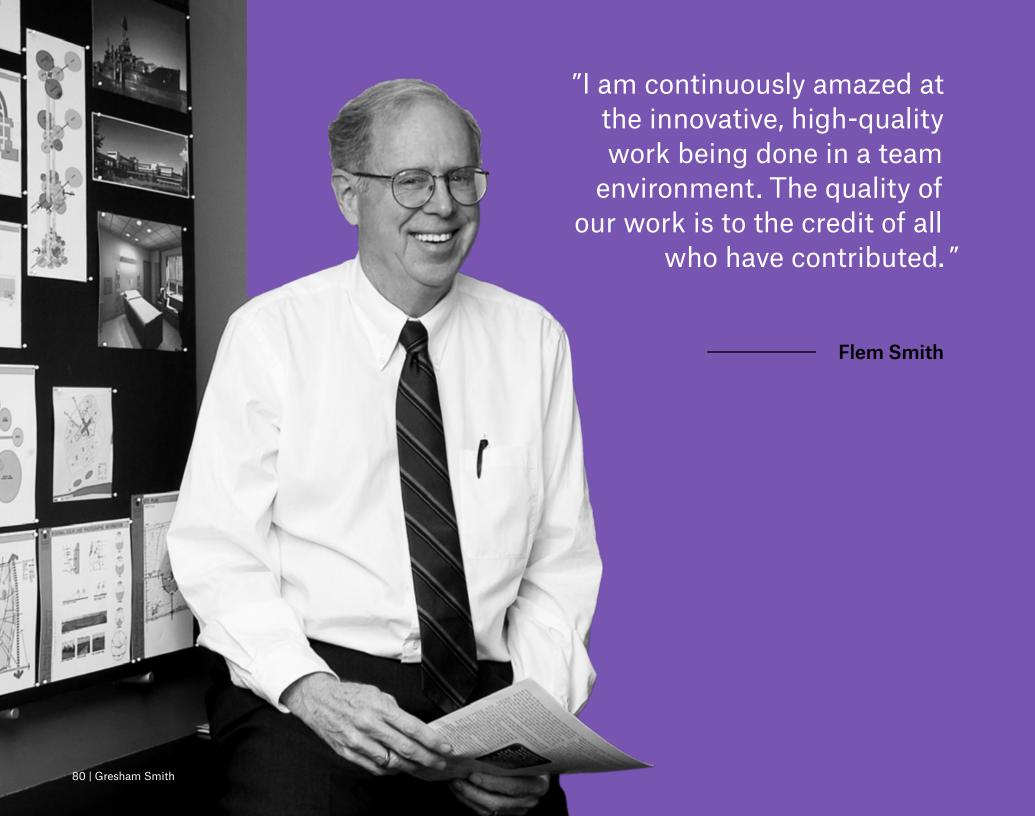
of employees are confident that Gresham Smith has a successful future. 96%

of employees feel that their managers and the people they work with treat them with dignity and respect.

93%

of employees feel that the firm cares about its employees. 93%

of employees would recommend Gresham Smith as a great place to work.



Our Flem Smith Mentorship Program

We believe that mentorship is a crucial component in our employees' professional growth and personal development. As a pivotal element of success for both our people and our firm, it's part of what makes our culture so unique.

The most influential mentors are servant leaders who embody humility, patience, altruism and a passion for teaching. These traits describe Flem Smith—one of Gresham Smith's two founding partners—perfectly, and it's the reason that our mentorship program is named after him. Flem's colleagues are quick to recall his readiness to set aside whatever he was working on in order to give a teammate his undivided attention and support. In fact, a colleague once stated that "Flem's greatest gift is challenging each employee to meet and exceed his or her potential."

Our Flem Smith Mentorship Program provides a formalized approach for mentors and mentees to connect and create meaningful, one-on-one relationships. Whether the relationship lasts for a specified period of time or whether it lasts a lifetime, we've found that both mentors and mentees benefit, making it a two-way avenue of enrichment.

Flem is not only dedicated to helping others learn—he's also been a perpetual student himself throughout his career. We believe that naming our mentorship program after him is a fitting way to honor his dedication to learning and his genuine passion for developing and empowering those around him.

Our Batey Gresham Philanthropic Program

The Batey Gresham Philanthropic Program honors the legacy of Batey Gresham, one of our firm's two founding partners. 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 solutions 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. Our commitment to a "culture of giving" includes firmwide charitable contributions as well as local donations, community engagement, and other forms of involvement by our offices and individual employees. We also have a

volunteer-hours matching program, where we provide a paid match to employees for the hours they spend volunteering during the workweek.

The Batey Gresham Philanthropic program encompasses all of these activities—from tiered levels of giving, volunteer-matching hours, and days of service to our Celebration "Community Impact Award." The program 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 hold the well-being of the communities in which we live, work and play near and dear to our hearts, and we know that contributing to the social environment that nurtures and benefits our communities can have a lasting, positive impact on the world around us. "Human beings comprise the foundation of the future of any enterprise."

Batey Gresham



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 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 and internal controls. ESG also provides a unified foundation for communicating the key considerations and actions that align with our Core Purpose, our Core Values and our brand promise of Genuine Ingenuity.





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).

2024 Accomplishments

For years, we have provided annual updates on our AIA 2030 and SE 2050 progress. In 2024, we successfully rolled out a fully integrated strategy to capture project performance energy analysis data for eligible projects. The standardized, automated metric collection process provides real-time feedback for project teams to compare design outcomes and strategies while populating data for on-demand reporting. The transformational project execution and increased visibility into project performance data have been key accomplishments.

We also continue to make progress on the development of a resiliency scorecard to assess and document the impacts of climate on individual projects. As part of our commitment to conservation, we became an active contributor to the mindful MATERIALS AEC Forum. The forum is leading the way in implementing and normalizing the use of the Common Materials Framework, a significant milestone in the standardization of a complex industry.

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.

2024 Accomplishments

We achieved carbon neutrality for our 2022 and 2023 business operations. We've carefully selected carbon credits that financially support nature preservation, the avoidance and destruction of industrial refrigerants, and long-term carbon removal technologies in the geographies where we work and live.

As we build out new office spaces, we are also focused on achieving environmental building certifications, such as Leadership in Energy and Environmental Design (LEED) and Fitwel designations, as appropriate.



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 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 all employees feel that they belong, are valued and have opportunities to thrive—both personally and professionally.

Our Commitments

- Perform compensation analysis for all employees, including firmwide transparent communications regarding our compensation philosophy.
- Adopt best practices to provide all employees with the opportunity for professional growth and personal development through education and awareness, recruitment and workforce development.
- · Ensure a safe and respectful workplace.
- Seek feedback through surveys and one-on-one interactions to consistently improve our firm's culture and engagement.

2024 Accomplishments

The results of our commitment to fostering a professional and inclusive culture have been clearly demonstrated through our employee engagement survey, which saw a 92% employee participation rate. Our overall combined favorability score was 88%, and we saw positive growth in the areas of meaning, autonomy, growth and impact.

Goal 2

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

Our Commitments

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

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 Commitments

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

2024 Accomplishments

Because we believe that education and continuous learning are fundamental to both personal development and professional growth, we've made substantial investments to foster learning among employees at all stages of their careers. Our leaders are benefiting from initiatives such as our Leadership Evolution and Advancement Program (LEAP) and Supervisor Blueprint Program, while our Flem Smith Mentorship Program provides a formalized approach for mentors and mentees to connect and create meaningful, one-on-one relationships.

2024 Accomplishments

Community engagement aligns directly with our Core Purpose to plan, design and consult to create healthy and thriving communities. Through our Batey Gresham Philanthropic Program, we've donated more than \$975,000 to charitable and civic organizations and matched more than 1,000 employee volunteer hours. In addition, our annual Celebration event has a dedicated Community Impact Award to recognize individuals, teams and offices making a positive contribution to the world around us.

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.

2024 Accomplishments

As part of our oversight framework, we've conducted audits related to internal controls, finances, cybersecurity and project quality control processes. Our employees completed multiple compliance training activities that were carefully selected to align our workforce and respond to the evolving landscape of various external risks, and we completed various policy and procedure updates—including human resources program enhancements—to benefit our employees and owners. As part of our efforts to provide transparency and clarity into the expectations we have for our employees, we developed a summary of key behaviors expected within each of our Core Values.

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.

2024 Accomplishments

We're pleased to report that in 2024 we exceeded our overall business plan goals and continued to grow the firm in both revenue and people in a smart and sustainable manner. We also developed a "Future of Practice" Digital Transformation Roadmap to drive how we deliver projects in the future, and we've continued to fund significant innovation initiatives to ensure we capitalize on the rapid changes in technology and the overall A/E industry.

Each of our market sectors has also developed a five-year market strategic plan which, along with a series of long-term visioning exercises with the board, owners and employees at large, will set the stage for a new firmwide five-year strategic plan.

Goal 3

Proactively manage our risk to protect our stakeholders.

Our Commitments

- · Enterprise risk management.
- Professional qualification.
- · Project risk management.
- · Continuity.

2024 Accomplishments

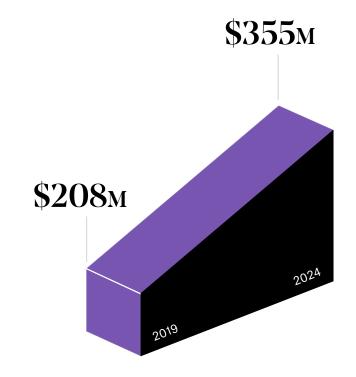
We've continued to consistently apply risk management procedures to address potential project risks, along with our overall business risks. In addition, our board of director's governance committee has evaluated and developed a new risk registry tool, which will be used to manage and document our advanced planning efforts for the most critical risk types that may impact the firm.

By the Numbers

Our no-debt strategy, along with the fact that we serve a diverse client base across eight market sectors, has positioned us with a solid balance sheet and strong cash reserves. As a result, we have the flexibility to invest in our people, give back to our communities, focus on initiatives that lead to exceptional project delivery for our clients, and promote the long-term financial health of our firm.

$2.9 \, \mathrm{K}$ Total Projects in 2024

2024 Gross Revenue



▲ 71%

growth in gross revenue since the end of 2019

Investing in Our People

in 401(k) matching

contributions

in profit-sharing 401(k) contributions

\$2.5M + \$3.7M = \$6.2M

total company 2024 contributions to employees' 401(k)s

Rounded 2024 financial numbers.

Supporting Our Communities

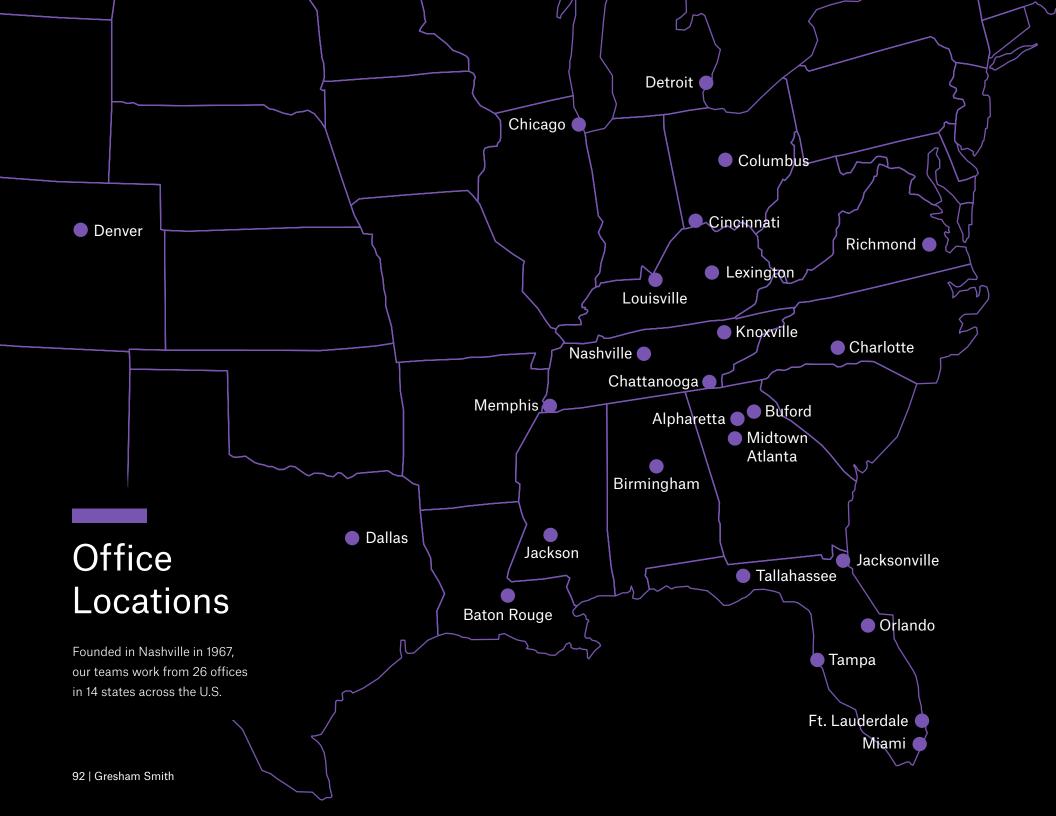
\$975K

in Charitable & Civic Donations for 2024

160 +

Charitable & Civic Organizations Supported 1,023

Employee Volunteer Hours in 2024



Genuine Ingenuity

We are a premier architecture, engineering and consultancy services firm providing a full suite of solutions to private- and public-sector clients. With \$355 million in annual gross revenue and 26 offices throughout the United States, we operate across eight strategic sectors: aviation, building engineering, healthcare, industrial, land planning, life and work places, transportation, and water and environment.

Recognized as one of the World's Most Innovative Companies by *Fast Company* and repeatedly listed as a "Best Place to Work," we are committed to delivering on our Core Purpose—to plan, design and consult to create healthy and thriving communities—through our brand promise of Genuine Ingenuity.

Learn more at GreshamSmith.com.

