



CIVIL ENGINEERING



LANDSCAPE ARCHITECTURE

Kimley»Horn

Expect More. Experience Better.



PLANNING



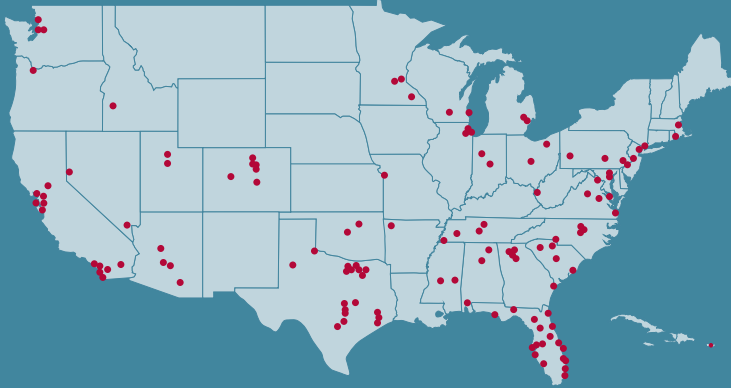
ENVIRONMENTAL

Who Is Kimley-Horn?

We are a planning and design consulting firm that offers civil engineering, environmental, planning, and landscape architecture services. We serve a diverse client base of private and public sector clients from more than 100 offices across the country.

Though we have over 7,500 employees, we pride ourselves on our small-company feel. We are entirely employee-owned, and roughly 1 in 9 of our employees is an owner.

OFFICE LOCATIONS



In 2023, we were named **#28 of FORTUNE's 100 Best Companies to Work For**, our sixteenth time on the list.

Driven by Our Core Purpose and Core Values

By joining Kimley-Horn, you'll be joining a firm where our core values and core purpose are more than just words on paper—they form the basis of a culture that has yielded success since 1967.

Core Purpose:

To provide an environment for our people to flourish

Core Values:

- Honesty, integrity, and ethics
- Exceptional client service
- High expectations
- Sharing and caring
- Sustained profitability

“Our **core values** and core purpose are the **foundation** of our firm. When you join Kimley-Horn, you join a **team driven** by these principles, working toward the **same goal.**”

—Steve Lefton, *President*



What Do We Do?

As a multidisciplinary consulting firm, we offer a wide range of services from aviation to water, and everything in between. Here's a snapshot of how our teams serve clients across the country.



Aviation & Aerospace

At airports around the country, from large hubs to small general aviation facilities, our aviation team combines airside and landside expertise to deliver planning, design, systems development, operational strategies, and specialized services.



Community Planning

Partnering with community leaders, landowners, stakeholders, and citizens, our community planning team plans and designs around three basic tenets: community engagement, informed decision-making, and implementation.



Development Services

Whether it's industrial or agricultural facilities, commercial or institutional developments, subdivisions or master-planned communities, our development services team provides master planning, due diligence and feasibility analyses, entitlement services/strategies, site design, surveying, and permitting services.



Energy

With experience in renewable energy sources—solar, wind, and biomass—and nonrenewable sources—oil and gas—our forward-thinking energy team guides clients through increasingly complex regulatory processes.



Environmental

Our environmental team plans and designs projects to avoid and mitigate environmental impacts. Well-versed in federal, state, and local regulations, our planners, ecologists, biologists, geologists, and hydrogeologists balance project needs with our planet's ecosystems and wildlife.



Forensics

Backed by engineers and environmental scientists, our forensics team manages claims related to a property, building and/or building system, product failure, construction defect, and motor vehicle accidents.



Landscape Architecture

As one of the largest landscape architecture teams in the country, our visionaries blend national experience with local sensitivity, creating visual environments—from streetscapes to greenways—with meaningful themes, distinctive designs, and a strong sense of place.



Mechanical, Electrical, & Plumbing

Our MEP group utilizes the latest technology including energy modeling, BIM, and electrical studies to improve design coordination and identify potential issues prior to construction.



Parking & Mobility

Integrated into Kimley-Horn's larger transportation network, our parking and mobility team specializes in a complete range of parking consultation services—from planning and feasibility studies to facility design, maintenance and restoration, and technology.



Resilience

As weather-related disasters become more frequent and severe, community and infrastructure resiliency is becoming a focal point for planning in many cities. Our work in municipal planning and infrastructure development helps us shape effective resiliency programs.



Roadway & Bridge

From two-lane rural roads to multi-lane urban freeways, our roadway and bridge engineers are responsible for the design of more than 2,500 miles of roadway across the United States. They have also developed plans and specifications for more than 650 bridges and inspected nearly 3,000.



Structural

Our structural engineers and designers develop detailed plans for bridges, parking garages, buildings, retaining walls, culverts, pavilions, boardwalks, cell phone towers, amphitheaters, seawalls, and storage tanks. In addition to new construction, the structural practice includes inspection, aesthetic enhancements, and rehabilitation.



Surface Water

Our surface water team draws on water's power and potential by working on a variety of projects including hydrologic and hydraulic analyses, storm drainage systems, culverts, flood control, and water quality treatment.



Technology Solutions

Visualization. Drones. Transportation software. Telecommunications. Our technology team uses these tools to better communicate the benefits of a project, show multiple alternatives, enhance performance from the get-go, and provide fast turnarounds.



Transit & Rail

Known for multimodal and intermodal solutions, our transit team provides feasibility studies through turnkey transit solutions for streetcars and light rail, heavy rail, commuter rail and intercity rail, bus and paratransit, and bus rapid transit.



Transportation Planning

Centered around performance-based decision making, community and stakeholder engagement, and implementable solutions, our transportation planning team creates long-range transportation plans, corridor plans, strategic mobility plans, countywide transportation plans, and more for communities of all sizes.



Transportation Systems Management & Operations

Our user-friendly, operationally-proven intelligent transportation systems are implemented from coast to coast. From system integration to specifications and estimates, our transportation systems management and ops team addresses aging infrastructure, increasing traffic volume, and outdated technology.



Water & Wastewater Utilities

For numerous public and private utilities around the country, our water utilities team addresses a large range of needs including conveyance and treatment plans, water and sewer master plans, raw water source and alternative supply studies, and effluent reuse plans.





Want to Make Your Mark?

We have a unique way of setting our company vision. Rather than a “top-down” declaration, our vision flows from the collective input of our employees. Our vision statement summarizes the type of firm our founders imagined:

A firm whose direction would be determined by the passions and inspirations of its employees. A firm that would embrace growth, collaboration, adaptation, and reinvention. A firm where every day, each employee could look at an opportunity and say,

“It all begins here”—while simultaneously embracing the notion that,
“It can all begin with me.”

Our employees are proactive, passionate, driven to achieve, risk-taking, confident, hardworking, and able to connect with people. If you have those traits, be part of setting our direction for the years to come.



Focused on Teamwork

At Kimley-Horn, teamwork is paramount to our success. Every team member, from our young professionals to our senior project managers, is an equally valuable asset to our clients' success. Everyone has responsibility and ownership in our projects, and we celebrate our accomplishments as a team. As a young professional, significant responsibility early in your career provides an opportunity to grow, be challenged, and quickly recognize your value to our team.

“What **Kimley-Horn** does exceptionally well is **work together**. When I need extra help to complete a project, I get it, whether it's from another office or region. The best part is that by **sharing** all of our resources, our professionals **experience a wide array of disciplines and practices**.”



Shift for Success

A concept unique to Kimley-Horn, shifting refers to our ability to use resources throughout the firm to work on client projects. When an employee shifts, they either travel to another Kimley-Horn office to work for an extended period of time, or support the project team virtually. Sometimes the shift is short-term (one week) and other times it is a long-term move (a few months).

Shifts occur for a variety of reasons:

- An office has several projects and needs additional resources (would receive the shifted employee)
- An office is in between projects and light on work (would offer the shifted employee)
- A project manager needs help meeting a tight deadline
- An employee has expertise that would greatly benefit a project in another location
- An employee desires to grow more in a discipline that is not present in his or her home office

Shifting is a critical component of our one profit center mentality, which means we operate as one company regardless of location. It is a personal investment in your career and an exciting way to help you gain knowledge and build meaningful relationships.



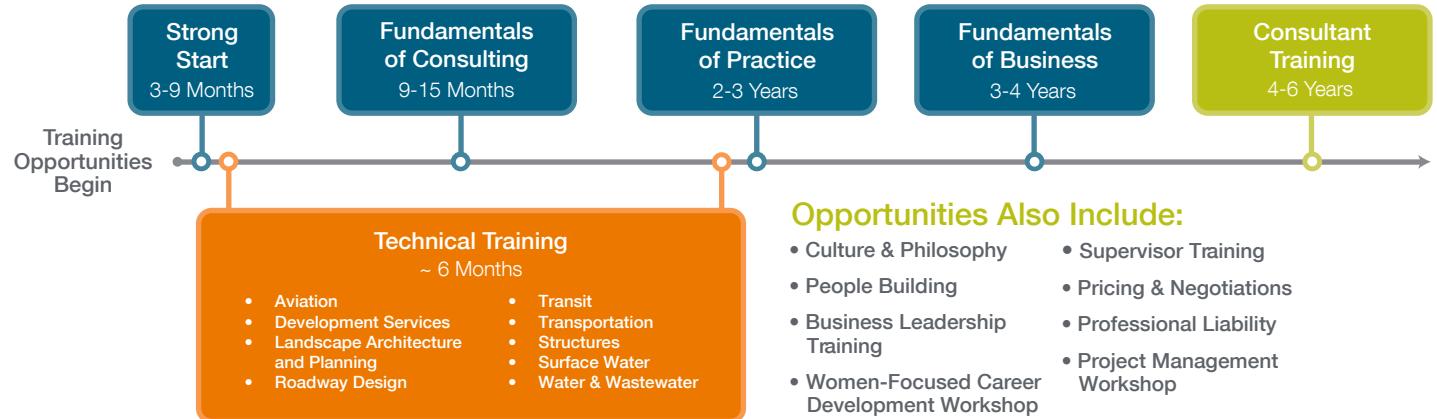
Well-Rounded Analyst:

A two-year, self-paced program created by Kimley-Horn for our young professionals. It is a resource intended to guide you through your professional journey from a new college grad to a future team lead or project manager.

Geared Toward Growing Our People

From day one, Kimley-Horn provides you with resources to become a well-rounded professional. Through both virtual and in-person training opportunities, our professional development programs promote interactive learning and networking for employees of different backgrounds and experience levels. As you meet with peers across the country to network and build strong relationships, you will strengthen technical skills and learn about diverse topics—including project management, communication, marketing, business, leadership, and more!

These programs are supported and facilitated by leaders at Kimley-Horn, including our president. Combined with your personal drive to succeed, our programs let you own your career with the support of your supervisor and other leaders in the firm.



MyCareer & MyKHampus

Employees utilize two platforms that support our core purpose by providing development tools to use throughout their careers. MyCareer reinforces the importance of open, honest, ongoing dialogue, and feedback that also includes many resources and tips. MyKHampus serves as our “online university” that provides employees with training development paths, information on formal opportunities, independent learning resources, and training events.

Culture KHaleidoscope

New employees participate in a monthly program that shares information about the key elements of the Kimley-Horn culture, brand, and vision. By connecting you to our culture early on, you see a place for yourself in our future and are set up for success from the start.

Professional Development Support

Kimley-Horn covers the cost for professional memberships, registrations, and certification fees. Eligible employees may also receive tuition assistance after a year of employment.

MyCareer
MyKHampus



CULTURE
KHaleidoscope





Student Loan Provision:

We offer a student loan provision that gives employees with student debt more flexibility in how they allocate their dollars to receive Kimley-Horn's 2-for-1 401(k) match.

Eligible employees can now apply the required 4% contribution to student loans and still receive the full 401(k) match from Kimley-Horn.

We are excited to offer more flexibility to employees who want to prioritize paying down their student debt.

Committed to Top-Tier Benefits

The rewards of a career at Kimley-Horn are multifaceted. You'll enjoy top-tier benefits like:



Competitive base pay



Sizable merit-based bonuses



Robust training programs



Low-cost medical coverage



Flexible paid time off



Mental health resources



Two-for-one 401(k) match



Teamwork Awards

In addition, you'll have the benefit of working in a firm that gives you the freedom to follow your own professional passions: build a business within our business, become an industry expert, and control your own destiny. These exhilarating opportunities are realized here every day. As you succeed, you may have an opportunity to become an owner, working with other talented people dedicated to exceptional client service.

Built on a Foundation of Practice

The Practice Builder philosophy that Kimley-Horn fosters makes our firm unique in the consulting industry. Practice Builders lead our internal practices and are provided the flexibility to exercise their entrepreneurial spirit to pursue clients and projects that they are truly passionate about. This philosophy allows our staff the opportunity to navigate their own career paths while having the support and technical expertise of a team. Our Practice Builders range from civil engineers to environmental scientists and are committed to growing, mentoring, and developing younger staff to become future Practice Builders in the firm.

“ At Kimley-Horn, you have a **sense of belonging**. I can focus on my practice, my passions, and my clients, all with the support of really smart people. **Our bar is high, but the rewards are great.** ”



A Practice Builder is defined as an individual who consistently:

- Wins work from new and existing clients
- Provides quality services in a profitable manner
- Keeps a team of people busy
- Contributes to the professional development of staff
- Accepts responsibility for financial success of practice
- Expands existing client relationships
- Transitions existing clients to emerging Practice Builders
- Assists in new staff recruitment
- Serves as a role model for young staff to emulate

Organized the Right Way

Many corporations are organized to serve internal purposes. The most common of these is the pyramid structure that focuses exclusively on internal reporting. Our structure, an inverted pyramid, focuses on the most important element of a service industry: the clients. We value our clients and understand the importance of providing exceptional client service. We acknowledge this by organizing our firm around the staff members who have the most direct contact with clients: our Practice Builders.

As you can see from our structure, we're different. Here, you don't have to move out of practice to move up. Building a successful practice is recognized as one of the most important career paths because it serves as the face of Kimley-Horn to our clients.



*Organized Around
Practice*



Diversity & Inclusion at Kimley-Horn

Diversity & Inclusion make us a better consulting firm by bringing broader perspectives, different points of view, and greater understanding of our increasingly diverse STEM industry and client base. We are dedicated to recruiting, mentoring, developing, and retaining diverse staff at all levels and sustaining an environment for our people to flourish.

Our Diversity Committee serves as a resource for employees who'd like to join the D&I conversation. And our Employee Resource Groups—driven by employees—provide mentoring opportunities, assist staff in professional development, and provide a sense of belonging by connecting staff with similar backgrounds.

At Kimley-Horn, you will:

- Develop your skillset with training throughout your career
- Feel connected and empowered by building relationships across the firm
- Receive tools to support different stages of life (for example, family resources like back-up childcare and external coaching)





Giving Back

Supporting our local communities is important at Kimley-Horn and our approach to charitable giving is unique. The Kimley-Horn Foundation was established in 2000 to foster volunteerism, give back to the communities where we live and work, and support and encourage our employees to be active volunteers.

Foundation giving is centered around eight areas focused on supporting organizations that provide direct service to local communities, and employees have the opportunity to submit a grant application for an organization they volunteer with. The close partnership between the Foundation and employees ensures that community development begins with established relationships and utilizes the unique skills, passions, and dedication of individual employees.



Housing, health care, and food for the disadvantaged



Children's services for the disadvantaged



Programs and special events for the disadvantaged



Special education programs for those with disabilities



Disaster relief



Drug and alcohol rehabilitation



Environmental conservation



Promotion of STEM education in underrepresented communities

Philanthropy extends beyond the grant funding as well—it is woven into our culture through our core value of Sharing & Caring. Offices across the country regularly organize events like food drives, beach clean-ups, and even package school supplies to support their communities.

We Don't Forget About Fun!

We work hard, but we play hard, too. At Kimley-Horn, we realize the importance of having fun at work. Here are some of the ways we enjoy ourselves:

VP of Fun Events

Each office has a Vice President of Fun who organizes engaging activities for the staff. This often includes a celebration after a big win, office holiday parties, summer sports outings, ice cream socials, or just a well-deserved break!

Young Professionals (YP) Events

We focus on hiring recent college graduates, so we have YP programs and events for them to enjoy and meet their peers. It's a great way for our YPs to build relationships and develop their professional skills. YP events are both formal (in-office events) and informal (after-hours events).

Kickoff Events

Every January, we hold regional Kickoff meetings across the country. All employees are invited to these meetings, which have fun themes and provide opportunities to meet people in other offices. Together, we celebrate the past year and prepare for the one ahead.



“*Friendly office* competitions bring a necessary element of fun to the workplace that *unifies us in a way that promotes success.*”





Rankings

In 2023, Engineering News-Record ranked Kimley-Horn:

- #5 of the Top Pure Design Firms
- #7 of the Top Transportation Firms
- #9 of the Top U.S. Design Firms

Kimley-Horn is also recognized on:

- Fortune's Best Companies to Work For
- Fortune's Best Workplaces for Women
- Fortune's Best Workplaces for Millennials
- Great Place to Work's Best Workplaces in Consulting & Professional Services

Notes



Kimley»»Horn

Expect More. Experience Better.

Join Our Team!



www.kimley-horn.com/careers

CONNECT WITH US!



Updated December 2023

