



Kimley»Horn

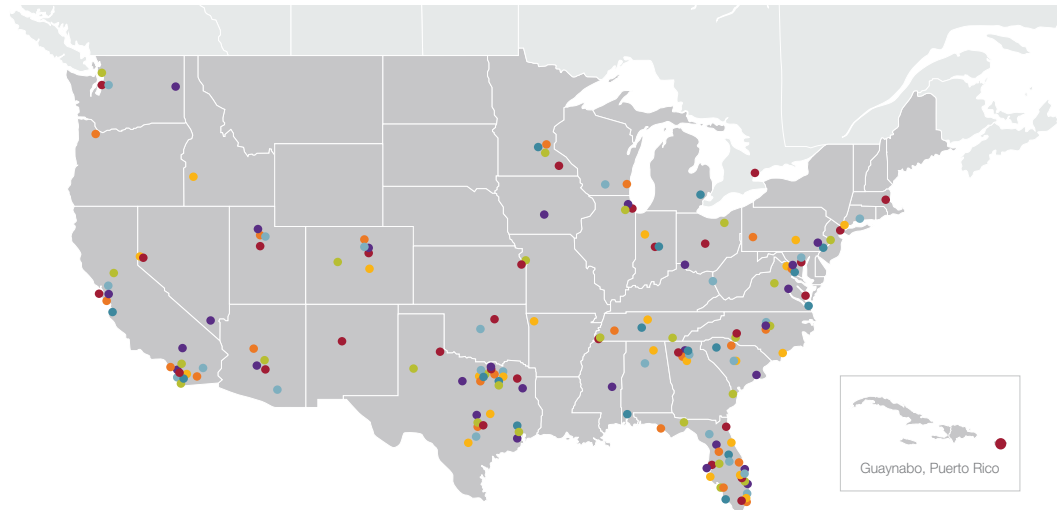
Expect More. Experience Better.



Who is *Kimley-Horn*?

We are an engineering, 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 160 offices across North America.

Though we have more than 11,000 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.



Hop Streetcar
Milwaukee, WI

What is *Consulting?*

The dictionary defines consulting as “providing professional or expert advice.” We know consulting spans a variety of industries, but the foundational element is the same: serving clients.

A successful consultant mirrors their priorities with those of their clients. They are nimble and flexible, adjusting workload and schedules to meet their clients’ needs—and realizing things may look different at different points in time. As a consultant, your time and expertise are your product; they are what fuels your business.

What is Consulting *at Kimley-Horn?*

Consulting at Kimley-Horn is different.

We don’t just want to provide client service; we want to provide **exceptional client service**. This means we have **high expectations** of our people. We expect them to go above and beyond for clients—building meaningful relationships, serving as their trusted advisor, **sharing** their wins and losses, and **caring** for their projects and their people as if they were our own.

This client-first approach applies to how we run our business, too. Centering our goals, resources, and time around clients allows us to have **sustained profitability**, which in turn provides us with world-class benefits, professional development, and endless opportunities. Furthermore, we prioritize **honesty, integrity, and ethics** and use these values to drive every decision we make, ensuring that we **provide an environment for our people to flourish**. It’s all a win-win-win in our minds.

● Our Core Values ● Our Core Purpose

What Do *We Do?*

From long-range strategies and complex planning and design to development and construction challenges, we combine passion with technical expertise to deliver creative solutions and practical results for our clients. Here's a snapshot of the wide range of services our teams provide.



Aviation

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 Management

Our development management team specializes in providing end-to-end solutions, including site planning, design management, construction oversight, and sustainable development practices, creating successful outcomes for our clients across diverse projects.



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.



LAX West Gates at Tom Bradley
International Terminal
Los Angeles, CA



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 while protecting our planet's ecosystems and wildlife.



Forensics & Structural Restoration

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.



Grants & Funding

Our grants and funding team uses a streamlined approach and expertise in grant compliance to guide private and public sector clients through the entire grant process using our in-house database, GrantSource.



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 and parks—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.



Pavement & Asset Management

Our pavement and asset management team is on the leading edge of GIS-driven asset tracking, managing more than 400 million square feet of pavement and partnering with our environmental experts to optimize budgets and regulatory compliance nationwide.



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.



SAFETY Act Designated TMCS

Kimley-Horn is one of the few consulting firms recognized as a SAFETY Act Designated provider. Our Threat Mitigation Consulting Services (TMCS) help our clients identify and protect people and critical infrastructure from errant and hostile vehicles.



Streetscape, Landscape, & Irrigation

With expertise in urban design and municipal planning, our team blends landscape architecture, roadway design, and irrigation solutions to deliver aesthetically pleasing and functional streetscapes. We focus on creating distinctive spaces that balance attracting development and fostering economic growth with safety, sustainability, and community engagement.



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.



Sustainable Consulting & Design

By guiding clients through regulatory compliance, optimizing resource use, and enhancing community resilience, we ensure projects meet current needs while addressing global challenges.



Technology & Software

Visualization. Drones. Transportation software. Telecommunications. Our technology and software 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

Our transit and rail team offers planning and design services for transit systems nationwide, including solutions for light rail, heavy rail, streetcar, commuter rail, transit facilities, operations, stations, bus and bus rapid transit, and travel demand estimation.



Transportation & Traffic

Centered around performance-based decision-making, community and stakeholder engagement, and implementable solutions, our transportation and traffic team develops long-range transportation plans, strategic mobility plans, traffic management and safety strategies, 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 operations team addresses aging infrastructure, increasing traffic volume, and outdated technology.



Urban Design

We create distinctive urban landscapes that blend charm and functionality with award-winning design. Our multidisciplinary urban design team empowers communities and clients to invest in modern solutions to build cities where people can flourish.



Water & Wastewater Utilities

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

Canoa Ranch Restoration
Green Valley, AZ



OKC Convention Center Garage
Oklahoma City, OK



Tropical Farms Water
Treatment Plant Expansion
Palm City, FL



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 consulting: 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



A Foundation *of Practice*

Kimley-Horn fosters a Practice Builder philosophy that 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.

Practice Builder *Definition*

A Practice Builder is defined as an individual who consistently:

- Leads with an owner's mindset
- Wins work from new and existing clients
- Provides quality services in a profitable manner
- Collaborates well with others to pursue, win, and provide work
- Keeps a team of people busy through engagement in direct client service
- Contributes to the professional development of staff
- Accepts responsibility for the financial success of a practice
- Expands existing client relationships
- Transitions existing clients to Emerging Practice Builders
- Recruits actively
- Serves as a role model for others to emulate
- Communicates effectively

“ At Kimley-Horn, our legacy has been and will remain **our people**—a living legacy that grows with every selfless act of **teamwork**, with every senior Practice Builder who transitions a client to an emerging Practice Builder, or with every moment spent **mentoring** another employee or integrating a new one. ”





Professional *Development*

From day one, Kimley-Horn provides you with resources to become a well-rounded professional. Through 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!



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.

MyCareer & MyKHampus

Employees use 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 with your supervisor about your career and includes many resources and tips. MyKHampus serves as our “online university” and provides you with training development paths, information on formal opportunities, independent learning resources, and training events.

Culture KHaleidoscope

New employees participate in our 18-month Culture KHaleidoscope integration 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.

Industry Involvement

Kimley-Horn covers the cost for professional memberships, registrations, and certification fees. Eligible employees may also receive tuition assistance after a year of employment and may have the opportunity to attend regional and national conferences.

MyCareer
MyKHampus



CULTURE
KHaleidoscope

5,000+ employees will
attend an in-person training
or workshop in 2026!



Above Average *Intern Program*

Our interns are offered real-world experience, mentorship, and the chance to make an impact—and they are valued members of our team from day one.

While interning at Kimley-Horn, you can expect:

Real-world experience

Diverse opportunities

Collaboration

Compensation

Mentorship

Networking

Fun

+ More!

“ I was surprised by how quickly I was pulled into projects *from the very beginning*. Returning this summer, I had the opportunity to serve as the design lead on a sidewalk project! ”

85%

of interns received
a **return offer**

88%

of those receiving
an offer **accepted**

Top
100

Internship Program ranked
by **Yello + WayUp**

Statistics represent 2025 data.



Jadyn
Surface Water Intern | Tampa, FL



Top-Tier *Benefits*

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



Competitive base pay



Sizable performance-based bonuses



Robust training programs



Low-cost medical coverage



Flexible paid time off



Mental health resources



2-for-1 401(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.

Our Retirement Plan *Packs a Punch!*

After the first year, we match \$2 for every \$1 you contribute, up to 4% of your eligible compensation (salary + bonus); plus, we provide an additional profit-sharing contribution. Historically, the aggregate employer contribution has ranged from 16–18%!

Pre-tax and Roth contribution options are available in addition to our Student Loan Provision.

Have student loan debt?

Our Student Loan Provision lets you apply the required 4% contribution to student loans and still receive the full 401(k) company match!

Cross Charlotte Trail
Charlotte, NC

Commitment to *Sustainability*

We are in a unique position to approach the global challenge of environmental sustainability from two perspectives: within our walls and outside our walls.

Internally, our Sustainability Champions and Green Teams implement local solutions like recycling, composting, and volunteering for cleanup and tree planting activities.

Externally, we are supporting an unprecedented transition in energy, land, water, transportation, and other infrastructure that will lead our communities into a more sustainable future. Most of our existing clients have sustainability, net-zero, clean transportation, water positivity, or similar environmental initiatives that we are positioned to support.

Based on discussions with clients and our knowledge of the markets, we can break our current sustainability services into the following categories:



Power/Energy



Greenhouse Gas
(GHG) Mitigation



Water



Natural Capital/
Ecosystem Services



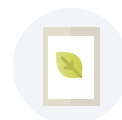
Climate Adaptation/
Resiliency



Circular Economy/
Materials



Community
Engagement



Reporting and
Commissioning

A Culture of *Innovation*

Our sustained growth and success is possible through our ability to be agile and adapt to ever-changing markets, clients, and technologies. Our people are encouraged to have entrepreneurial agility, continuously innovating and improving the way we do things. As a young professional, significant responsibilities and opportunities allow you to grow, be challenged, and quickly recognize your value to our team. **Below are a few ways we stay agile:**



Shifting is when an employee travels to another office to work for an extended period of time or supports a project team virtually.



Our **One Profit Center** mentality means we operate as one company regardless of location.



New Ventures empower our people to share new growth ideas and promote bold, entrepreneurial thinking across the firm.



Emerging Markets allow us to explore areas where we have minimal market penetration by discipline or geography.



Continuous Quality Improvement at Kimley-Horn means learning to do something better today than we did yesterday.



Technology Solutions improve our workflows, enrich the quality of our services, and provide a better experience for clients.



Under Armour Global
Headquarters Master Plan
Baltimore, MD

Diversity & *Inclusion*

Kimley-Horn is committed to providing an inclusive environment where diversity is embraced, valued, and celebrated. This means creating and sustaining an environment where employees feel connected and empowered in their careers and in service to our clients and communities.

Part of the Employee Experience Team, our D&I leaders drive connections and encourage development, while our Firmwide D&I Committee partners with leaders and teams on a regional level and serves as a resource to help foster inclusion for employees in local offices. And our Employee Resource Groups—driven by employees— provide a sense of belonging, mentoring opportunities, and professional development.



Community *Involvement*

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 focus areas that provide direct service to local communities, with a strong emphasis on supporting the socioeconomically disadvantaged, veterans, and individuals with disabilities.



Children's services



Disaster relief



Drug and alcohol rehabilitation



Environmental conservation



Housing, health care, and food



Programs and special events



Promotion of STEM education



Special education programs

Philanthropy extends beyond Foundation grant funding as well—it is woven into our culture through our core value of Sharing and Caring. Offices across the country regularly organize events like food drives, beach cleanups, and even activities to package school supplies to support their communities. Additionally, we engage all employees in special initiatives to donate even more to local organizations!

THE **KIMLEY-HORN**
FOUNDATION

In 2025, the Kimley-Horn Foundation donated nearly **\$2M!**





Embracing *the Fun!*

VP of Fun

Each office has a **VP of Fun** who organizes engaging activities for staff.

YP

Young Professional (YP) Events are a great way for staff who are early in their careers to build relationships and develop professional skills.

Kickoff Meetings

Every January, we gather at regional **Kickoff Meetings** across the country to celebrate the past year and prepare for the one ahead!

Awards & *Recognition*

Fortune

- Best Companies to Work For
- Best Workplaces for Women
- Best Workplaces for Parents
- Best Workplaces in Consulting & Professional Services

PEOPLE

Companies that Care

Yello + WayUp

Top Internship Programs

Building Design + Construction

Top Engineering Architecture Firms

Engineering News-Record

- Top Design Firms
- Top Pure Design Firms



Projects depicted on front cover:

Left
Allegiant Stadium
Las Vegas, NV

Center
Populus Hotel
Denver, CO

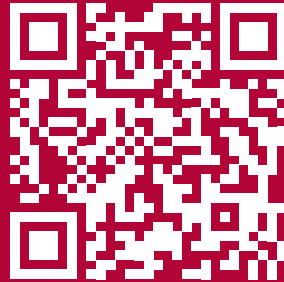
Right
**Spalding Drive
Roadway Improvements**
Gwinnett County, GA



Expect More. Experience Better.

Connect *With Us!*

Scan to learn more



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