



Delivering future-focused solutions that shape more sustainable, resilient, and equitable communities.

Engineers | Scientists | Planners | Designers



Contents

| Who We Are

| Working With Us

| Sustainability

| Technology

| Our Culture

| Markets We Serve

| Core Services

Who We Are

We are VHB. We're passionate about making meaningful contributions to the world through the solutions and projects we deliver.





1,600+

Passionate Professionals

including engineers, scientists, planners, and designers

Founded in

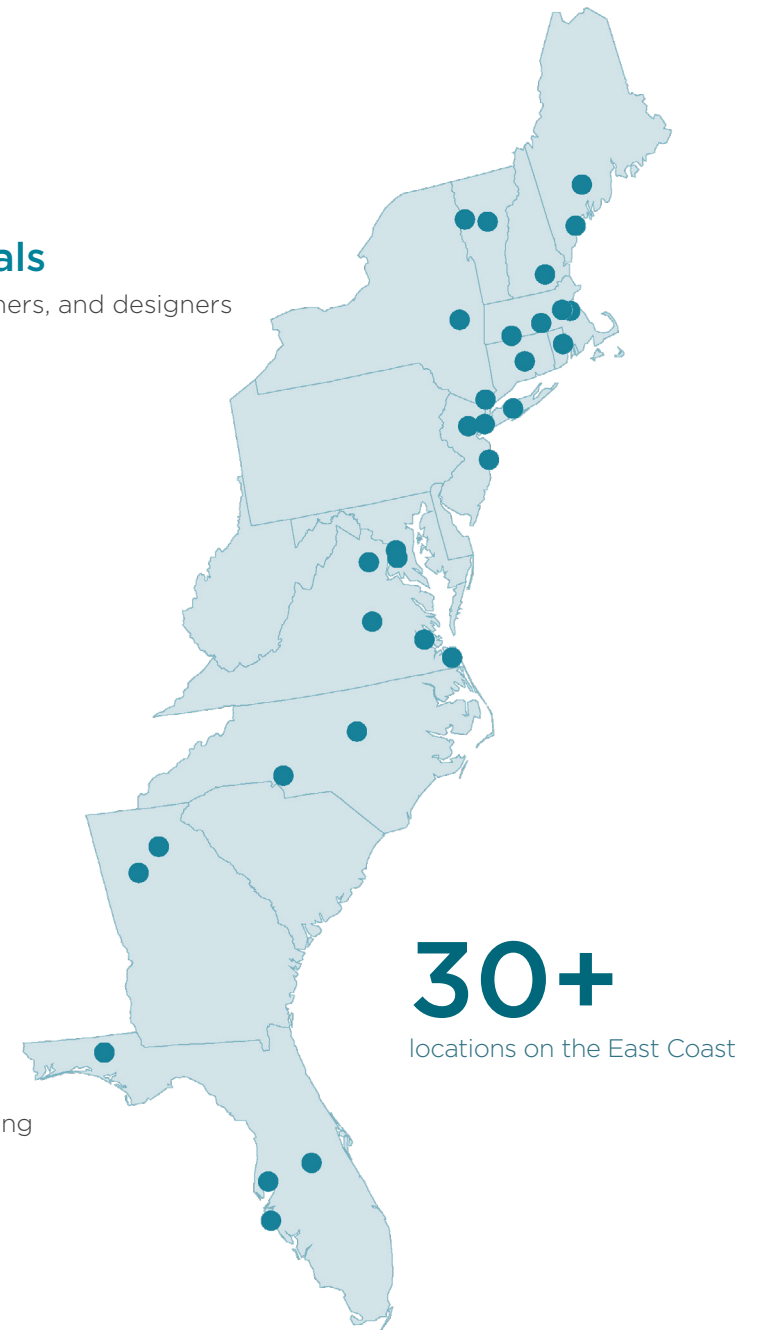
1979

Markets

- Transportation Agencies
- Real Estate
- Institutions
- Energy
- Federal Government
- State and Local Governments

Core Services

- Transportation Planning & Engineering
- Land Development
- Planning & Design
- Environmental
- Technology



To learn more about any of our office locations, visit www.vhb.com/locations/.

Leadership

Board of Directors



Mike Carragher, PE
President & CEO, Chairman of
the Board



Mike McArdle
Senior Vice President,
Chief Development Officer,
Vice Chairman of the Board



Bill Ashworth, PE, PTOE, ENV SP
Senior Vice President,
Chief Operating Officer



**Carolyn Groobey,
Independent Director**
Advisor & Executive Coach



**Keith Parker,
Independent Director**
President & CEO of Goodwill
of North Georgia



Glen Kirkpatrick, PENG, PG
Vice President, National
Director of Site Investigation
& Remediation



Meredith Avery
Director of Natural Science



Tom Jackmin, PE, ENV, SP
Senior Vice President,
New England Regional Manager



**M. Gayle Packer,
Independent Director**
President & CEO of Terracon

Leadership

Executive Committee



Mike Carragher, PE
President & CEO,
Chairman of the Board



Mike McArdle
Chief Development Officer,
Vice Chairman of the Board



Keri Kocur
Senior Vice President,
Chief People Officer



Khris Gregoire, Esq.
Senior Vice President,
Chief Legal Officer



Bob Dubinsky, PE, LEED AP
Senior Vice President, Corporate
Resources Integration Officer



Bill Ashworth, PE, PTOE
Senior Vice President,
Chief Operating Officer



Eric Hartmann
Senior Vice President,
Chief Financial Officer



Tom Jackmin, PE, ENV, SP
Senior Vice President, New
England Regional Manager



Terri Elkowitz
Senior Vice President,
Northeast Regional Manager



Matt Lamb, PE
Senior Vice President,
Southeast Regional Manager



Nancy Barker, PWS, PWD
Senior Vice President,
Mid-Atlantic Regional Manager,
Federal Market Leader



Steve Thomas
Senior Vice President,
VHB MetroDC CEO



Steve McElligott, PE
Senior Vice President,
Transportation Agencies
Market Leader



Kris Dramby, CWB, PWS, CE
Vice President, Energy
Market Leader



Rob Smedburg, PE
Senior Vice President,
Institutions Market Leader



Dave Mulholland, PE
Senior Vice President,
Chief Technology Officer



Glen Kirkpatrick, PENG, PG
Vice President, National Director of
Site Investigation & Remediation



Steve Anderson, GISP
Vice President,
Applied Technologies



Ken Schwartz, AICP
Senior Vice President,
Planning Service Leader



Kim Eccles, PE
Transportation Service
Line Chair



Piotr Swietuchowski, PE
Land Development Service
Line Chair



Neville Reynolds, PWS
Environmental Service Line Chair



Greg Bosworth
Senior Vice President,
Chief Information Officer



Beth Freeman, CPSM
Vice President, Marketing &
Business Development



Matt Kennedy, PE, ENV SP
Senior Vice President,
Technical Services Director

Working With Us

VHB's work helps improve mobility, enhance communities, build resilience, and contribute to economic vitality.



[HOME](#)

[WHO WE ARE](#)

[WORKING WITH US](#)

[SUSTAINABILITY](#)

[TECHNOLOGY](#)

[OUR CULTURE](#)

[MARKETS WE SERVE](#)

[CORE SERVICES](#)



The VHB Experience

Our shared passion for making meaningful contributions to the world through our work drives us to examine projects holistically and partner with clients to collaboratively uncover smarter, more innovative, technology-focused solutions...for a more resilient tomorrow.

VHB's diverse team brings together our collective knowledge, technical excellence, and wide network of trusted relationships across our footprint to address our clients' most complex challenges in light of the changing nature of our industry and the world in which we live and operate.

We are forward-thinking and creative, yet practical. We deliver value by embracing client goals, anticipating challenges, and building lasting partnerships.

We help our clients make informed decisions to move projects forward and reimagine the built environment for the better.

With a future-focused mindset, we work to deliver sustainable, equitable, and resilient solutions for our clients and communities.

Sustainability

Sustainability is a foundational element of VHB's practice and an integral part of our approach.





Integrated. Balanced. Holistic.

“Sustainability is not possible without a holistic approach to problem solving. Technology and data are critical when considering social, environmental, and economic perspectives—and for developing long-term solutions.”

—Ryan Prime, LEED AP, WELL AP, ENV SP
Sustainability Practice Leader

Sustainability is an ongoing practice that takes a holistic approach to problem solving to address and integrate social, environmental, and economic issues through innovative solutions.

Sustainability has served as a foundational element of VHB’s practice and an integral part of our approach. A company founded on stewardship, sustainability is inherent in who we are and how we invest in our people—building our foundation for the future—so we can continue to provide our clients with results that shape our communities in meaningful ways.

Sustainability is critically important to our role in the AEC industry—and to the solutions we provide for the infrastructure that supports our communities. It requires analysis and work across industries, infrastructure, and stakeholders. VHB is committed to continued collaboration with our clients to deliver complex, transformational projects that reimagine the built environment for the better. Sustainability is not an add-on service that we provide. It’s a lens through which we always look as we deliver future-focused solutions.

Learn more at www.vhb.com/sustainability

“Equity has been and will always be a foundational element of VHB. As we deliver projects for our clients, we continually examine the benefits and impacts to make certain they are distributed equally and that we are positively transforming our communities.”

—Steve McElligott, PE
Transportation Agencies Market Leader

Equity in the Built Environment

Social equity is the heart of smart, future-focused community design. Investment in our communities is fundamental to make our lived environment fairer for everyone—and there is much that planners, designers, and engineers can do to make this happen, especially as it relates to how and where infrastructure is built.

From equitable access to transportation, healthcare, education, and employment, to affordable housing and green space, equity in the built environment can take multiple forms. VHB works closely with local communities. We listen to understand what they truly need—not what we think they need—and we adapt plans accordingly. We are dedicated to delivering future-focused solutions that build equitable and inclusive infrastructure.

Learn more at www.vhb.com/equity-in-the-built-environment



Technology

Technology-enabled consulting is at the forefront of VHB's approach to solving our clients' and communities' most complex challenges.



Data-Informed. Innovative. Future-Focused.

“Data is critical for making informed decisions. From justifying the need for new developments, to identifying where infrastructure enhancements will do the most good, gathering and analyzing data is key to planning future-focused communities.”

—Dave Mulholland,
Chief Technology Officer

Data and technology continue to inform and play a key role in the built environment. Digital twins enhance emergency response and asset management. Smart street lighting helps to lower energy cost and consumption. Technology-enabled transportation infrastructure supports connectivity of all travel modes, including automated aircraft and motor vehicles.

Today, technology-enabled consulting has never been more important, and at VHB, it's at the center of all we do. The effective, proactive, and innovative use of data and technology drives VHB's approach to solving our clients' and communities' most complex challenges—and helping them become more future-focused.

Learn more at www.vhb.com/technology

“Technology and creative, innovative ideas will continue to play a critical role as we integrate sustainable, equitable solutions that spur economic development and reimagine the built environment—for today and a more resilient tomorrow.”

—Mike Carragher, PE
President & CEO

Our Culture

Since our founding, we intentionally fostered a culture of diversity, equity, and inclusion—supported by deep-rooted core values.



[HOME](#)

[WHO WE ARE](#)

[WORKING WITH US](#)

[SUSTAINABILITY](#)

[TECHNOLOGY](#)

[OUR CULTURE](#)

[MARKETS WE SERVE](#)

[CORE SERVICES](#)

Community and Social Responsibility

We don't just help our clients take action to improve health and well-being, contribute to economic vitality, and promote environmental stewardship. We hold ourselves accountable to do the same at VHB—for our people, projects, communities, and operations.

VHB has a long-standing tradition of being responsive to our communities, thanks to the civic-minded employees who contribute their time to worthy causes. Charity programs are initiated by VHB employees who roll up their sleeves to support the communities in which we live and work. Corporate VHB supports these efforts with a matching donation program, and by providing flexibility for employees to participate in these important initiatives.



Since the firm's founding, we have raised more than \$4M for non-profit organizations. Donations from employees and the firm have benefited organizations such as the Jimmy Fund, the Watertown Food Pantry, the Make a Wish Foundation, and the Massachusetts Society for the Prevention of Cruelty to Children—to name a few. In 2020, VHB raised and donated more than \$300,000 to many charitable organizations in the communities where we work and live, through both VHB-sponsored charity events and our employees' generosity.

Learn more at www.vhb.com/community-social-responsibility



Investing in Our People

The growth and future success of VHB depends upon the growth and future success of our employees. We view employee learning and development as a strategic priority, investing significantly in professional development opportunities.

Center for Education (CFE)

VHB is committed to individual professional development and skill building, offering opportunities to work with experienced colleagues on diverse and complex projects through VHB's Center for Education (CFE). The CFE offers an ongoing curriculum of onsite and online courses taught by VHB employees as well as outside industry professionals. The CFE is accredited by the International Association for Continuing Education and Training.

Workplace Recognition

We pride ourselves on being recognized as an amazing place to work across our footprint.

- 2021** Best Workplaces for Commuters, Tampa & Orlando, Florida
Best Places to Work recognition in Vermont, Orlando, Tampa, New York
- 2020** NAIOP-Massachusetts Impact Award | Diversity, Equity & Inclusion Response category
Best Place to Work recognition in Vermont, New York, Florida, Virginia
WTS-NC Triangle Rosa Parks Diversity Leadership Award
- 2019** Best Place to Work recognition in Vermont, New York, Georgia, Florida, Virginia
- 2018** WTS Employer of the Year
WTS North Carolina Triangle Employer of the Year
WTS Rhode Island Employer of the Year
Best Place to Work recognition in Vermont
Virginia Business Best Places to Work



“At VHB we are committed to sustaining a diverse, equitable, and inclusive organization because only in such an environment can each of us become our best self, growing and evolving through a dialog of many voices—and elevating our humanity in the process.”

—Mike Carragher, PE
President & CEO



Diversity, Equity, and Inclusion

VHB has always been about people. Since our founding, we have intentionally fostered a culture of diversity, equity, and inclusion (DEI)—supported by deep-rooted core values, one of which is diversity. We have sought to create an environment where people of all identities, backgrounds, and perspectives feel welcome and have the opportunity to grow, both personally and professionally.

DEI Steering Committee

VHB’s DEI Steering Committee (DEISC) was established to further advance VHB’s strategic focus on DEI, both internally and externally. The 12-member committee is chaired by Mike Carragher, President & CEO, and is comprised of executive, regional, and office leadership, as well as representatives from employee resource groups. The DEISC is responsible for helping to establish VHB’s long-term DEI vision, goals, and annual initiatives; reviewing and providing input on actionable DEI plans; and measuring progress on annual goals.

Initiatives to Diversify Hiring and Expand VHB’s Candidate Pipeline

College Ambassador Program. Focus on building long-term relationships and connections with a diverse set of colleges and universities to attract more diverse candidates into our talent acquisition pipeline.

HBCU Connect Partnership. VHB partners with HBCU Connect to post job opportunities on their website, increasing visibility with students and alumni from historically Black colleges and universities. Additionally, we’re collaborating on new strategies to build relationships and attract talent from HBCUs, including hosting diversity recruitment events in partnership with HBCU Connect.

CREST (Commercial Real Estate Success Training). A 10-week paid internship program that provides opportunities for women and people of color to learn about the commercial real estate industry.

LIFT2 Externship. A project of the non-profit Teachers21.org, which places committed teachers into paid externships with companies in STEM fields so they can experience firsthand what careers might look like for their students and help enliven their STEM teaching.

Learn more at <https://www.vhb.com/people/diversity-equity-inclusion>



Markets We Serve

We bring together our collective knowledge, technical excellence, and wide network of trusted relationships to address our clients' most complex challenges.

Transportation Agencies

VHB develops transportation solutions for more efficient movement of people and goods across all modes of transportation—providing options that are technologically advanced, efficient, safe, and seamless. We know the policies and procedures, and we understand the challenges our agency clients are up against—pressure from the public, limited resources, and ever-changing regulations.

We work side-by-side with agencies to make their jobs a little easier by delivering creative, practical solutions and unwavering service.

Learn more at vhb.com/transportation-agencies/.

Aviation

Port Authorities

Railroads

Transit & Rail

State DOTs



Route 79/I-195 Interchange Improvements
Fall River and Somerset, MA



Newark Airport's New Terminal A
Newark, New Jersey



SunRail Commuter Rail
Central Florida

© Aponte Stud

Real Estate

VHB relishes the opportunity to partner with leading developers, corporations, investors, and architects to bring their visions to life—creating great spaces and great places that maximize the long-term value of infrastructure investments.

We thrive when land use, transportation, infrastructure, and the natural environment intersect. This is where VHB’s innovation and technical excellence shine—assessing how best to get a development built within the local context of zoning, regulatory approvals, and budgetary objectives.

Whether your project involves new development, redevelopment, land acquisition, permitting compliance, or traffic and parking improvements, we are uniquely positioned to support you with integrated services and a seasoned team.

Learn more at vhb.com/real-estate/.



Office

Retail

Biomedical Research

Residential

Mixed-Use

Hospitality and Sports

Industrial



Institutions

What does it take to create a college campus that endures? Or a healthcare facility that offers not only the best in care, but also an environment where patients and their families feel safe and calm? For more than 40 years, VHB has helped some of the nation's most reputable institutions achieve their development goals as they address growth and investment challenges. Our approach is simple: we bring together our stellar people and our deep collective knowledge, having partnered with hundreds of institutions, to deliver creative, practical solutions so that our clients' projects can start—and finish—smoothly.

Learn more at vhb.com/institutions/.

Higher Education

Healthcare

K-12 Schools

Cultural Facilities



Energy

Finding responsible solutions to our energy needs is a national priority. Diversity in renewable and conventional sources of domestic energy has taken center stage, while extreme weather and unforeseen events have jolted the industry focus to the reliability of its networks. Energy clients turn to VHB for our broad knowledge of the regulatory environment and the latest energy policies and trends to help develop solutions for transmission, distribution, and siting projects while minimizing impacts to the environment.

Learn more at vhb.com/energy/.

Electric & Gas

Renewables

Hydropower



[Pollinator-Friendly Solar Industry Program, Nationwide](#)



[Kingdom Community Wind Campus, Lowell, Westfield, and Jay, VT](#)



[Land Survey Services for Enbridge, Various Locations](#)

Federal Government

Imagine you're the steward of nearly a billion acres of parks and historic sites—and also responsible for improving the safety of one of the world's most extensive transportation networks. The U.S. federal government shoulders these two tremendous responsibilities, and VHB is proud to have been a trusted partner for more than 25 years. We deliver creative, practical solutions to preserve the nation's public lands and monuments and to make traveling throughout the U.S. easier and safer for all of us. It's no wonder that a variety of federal agencies turn to VHB to provide solutions to their most intricate, challenging, and important projects.


Learn more at vhb.com/federal-government/.

Federal Lands Management


Federal Transportation Agencies

Department of Defense



 [Lincoln Memorial, Washington, DC](#)



 [Roadway Safety Audits on Tribal Lands, Nationwide](#)



 [Gulf Islands National Seashore, Santa Rosa Island, FL](#)

State & Local Governments

What makes communities meaningful? Community leaders partner with VHB to answer that question and shape places that benefit the common good. State and local governments look to us as a vital extension of their staff. Our integrated team of engineers, scientists, and planners keeps clients informed about new technologies, design trends, legislative mandates, environmental regulations, and community concerns—all while maintaining a focus on local priorities.

We routinely sit around the table with state and civic leaders to brainstorm, plan, and wrestle with big ideas. We advance projects by solving funding problems, identifying alternate delivery methods, fostering collaboration across diverse demographics, and facilitating relationships between public and private entities. We pride ourselves on delivering creative, practical solutions for state and local clients, enabling them to move our society forward—and create meaningful communities.

Learn more at vhb.com/state-local-governments/.

Smart Communities

Healthy Communities

Public Meetings

Asset Management

Funding


Planning + Design

Transportation Services

Resiliency Planning


Structures



 **Tropicana Field Site Study,**
St. Petersburg, FL

© Jim Baldwin



 **South Burlington City Center/Market Street,**
South Burlington, VT



 **Savannah Bay Street Widening,**
Chatham County, GA

Core Services

We collaboratively apply technical skills anchored in holistic problem-solving philosophy to deliver lasting results that help communities thrive for generations to come.

[HOME](#)

[WHO WE ARE](#)

[WORKING WITH US](#)

[SUSTAINABILITY](#)

[TECHNOLOGY](#)

[OUR CULTURE](#)

[MARKETS WE SERVE](#)

[CORE SERVICES](#)

Transportation Planning & Engineering

Active Transportation | Aviation | Highway Design
Safety | Structures | Technology | Traffic Operations
Transit & Rail | Transportation Planning

Transportation is fundamental to our day-to-day lives. Will I make the train? Can my child ride her bike to school? Is my flight on time? Will there be enough parking at the store? VHB approaches transportation planning and design with a focus on creating sustainable, technologically innovative, and appropriately scaled solutions. We work as trusted advisors to our clients to balance cost and schedule while developing creative, functional plans and designs. Our knowledge and experience cover the full spectrum of potential assignments. We know the challenges facing our transportation clients and what it takes to deliver smart solutions that keep people moving.

Learn more at vhb.com/transportation-planning-and-engineering/.



Land Development

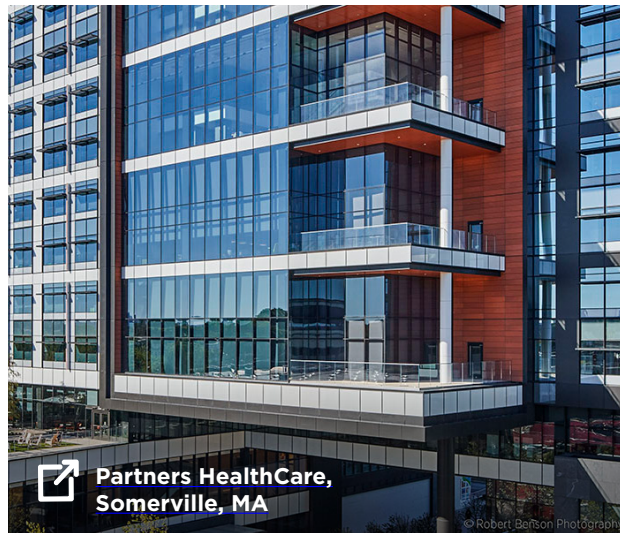
Land Engineering | Survey | Permitting

VHB understands our clients' operating environment and infrastructure challenges, enabling us to deftly navigate site permitting and approvals. As trusted partners, we provide solutions designed to get customers, visitors, and employees in and out with ease. Bringing together the right skills and experience, our team delivers creative and practical solutions to get the land use bang-for-your-buck that clients demand and provide confidence that projects are not only moving forward, but humming on all cylinders.

Learn more at vhb.com/land-development/.



[Best Buy Distribution Center,
Polk County, FL](#)



[Partners HealthCare,
Somerville, MA](#)



[Broad Creek Renaissance,
Norfolk, VA](#)

Environmental Services


Air Quality | Archaeology | Environmental Planning | Natural Sciences | Noise & Vibration Preservation Planning | Site Investigation & Remediation | Sustainability | Water Resources

VHB aspires for a sustainable world in all that we do. We not only help our clients take action to improve health and well-being, contribute to economic vitality, and promote environmental stewardship, we also hold ourselves accountable to do the same. This is inherent in who we are—and balancing development and infrastructure needs with stewardship of the environment is what we do.

Our team sees the big picture and understands how to move projects through tough environmental regulatory processes, with broad experience in air and noise, stormwater, groundwater, wetlands, coastal/tidal zones, wildlife, endangered species, and compliance. VHB focuses on navigating the regulatory waters so our clients can focus on completing their projects.

Learn more at vhb.com/environmental-services/.




 **Ohio Creek Watershed Transformation, Norfolk, VA**



 **Environmental Services for H&SB Electric Transmission Lines Rebuild, Kingston to Catskill, NY**



 **Old Tampa Bay Water Quality Improvement Project, Tampa, Florida**

Planning and Design

Community Planning | Landscape Architecture |
Urban Design


Where will we live? Where will we shop? Can we make it functional and beautiful? Can we make it better? Our planners and designers brainstorm, plan, revise, revisit, and wrestle with all sorts of questions, while collaborating with communities, developers, and regulators. Together, we transform the most compelling questions into answers and ideas that unite people around a common vision: a better neighborhood, a better town, a better community. To us, planning is a strategic tool that can unlock today's most challenging issues. It is reflective and forward-thinking, involving the partnering of diverse and innovative ideas to foster greater success.

Learn more at vhb.com/planning-and-design/.




 Ink Block Understory, Boston, MA



 CC2DCA Intermodal Connector Feasibility Study, Arlington County, VA



 Merchants Square North Plaza, Williamsburg, VA

Applied Technologies

Application Development | Data Management & Analytics | Design Technology | GIS | System Architecture

Leveraging data, along with the effective use of technology, achieves higher value results. Our approach combines core service knowledge, data insights, and the application of technology to deliver innovative solutions for our clients' planning, engineering and design, sustainability, and environmental compliance needs.


VHB's Applied Technology Team includes technology and security specialists, GIS professionals, analysts and software engineers, architects, data scientists, and support staff who offer integrated services to public- and private-sector clients in a variety of markets.

Learn more at vhb.com/technology-solutions/.



 Orlando Future-Ready City Master Plan, Orlando, FL



 Intersect, Nationwide



 Maine UAS Bridge Inspections, Statewide, ME



www.vhb.com