

ESG REPORT

**CREATING A BETTER
FUTURE, TOGETHER.**



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WELCOME

Creating a Better Future, Together.

In partnership with our clients, our vision is to be a driving force in improving our communities and sustaining our world.

Critical to achieving this vision is the work encapsulated in our environmental, social, and governance (ESG) program. The collective effort of our valued clients and dedicated employees fuels progress in the architecture, engineering, and construction (AEC) industry and propels us toward a more equitable and sustainable world.

Supporting Equity in Infrastructure

In 2023, Gannett Fleming was among the first AEC industry firms to sign the Equity in Infrastructure Project (EIP) Pledge, which aligns directly with our vision and our culture. We are proud to be a part of the select public agencies and consulting firms across the U.S. that joined together in a commitment to increase the number, size, and proportion of contracts awarded to historically underutilized businesses in the infrastructure space. We invite others in the industry to join us!

Expanding Environmental Tracking

On the sustainability front, we made a leap forward in our environmental tracking by undertaking a study and reporting on the carbon footprint of our leased offices. This supplements the longstanding reporting on resource usage at our owned offices in Harrisburg and Valley Forge, Pennsylvania. The adage tells us that what gets measured gets managed, so we're excited to enter a new phase of our environmental impact tracking.

Empowering Our Employees

Our employees are the best and brightest in the industry, and this year, we saw countless examples of their passion in the ESG space. From partnering with clients to advance mobility and restore ecosystems to launching our latest employee resource group, *Communities of Color at Gannett Fleming*, our team was tireless in creating a better world.

Looking Ahead

With the Infrastructure Investment and Jobs Act serving as a catalyst, the AEC industry has intensified its focus on equity, sustainability, and project delivery. We're proud to champion projects and initiatives that ensure infrastructure not only meets today's needs but also paves the way for future generations.

I invite you to read this ESG Report to discover how, together with our clients, we are not just dreaming of a better future; we are actively creating it.



Robert Scaer, PE
CEO and President

GOVERNANCE

Gannett Fleming at a Glance

Gannett Fleming is a privately owned AEC firm partnering closely with our clients on some of the toughest challenges facing our communities today — and into the future.

Across North America and select global locations, we offer comprehensive infrastructure solutions to a wide range of markets, including transportation, life sciences, water resources, education, industrial, federal, power, and energy.

Founded in 1915, we are the employer of choice for 3,000+ of the best and brightest in the industry. With a focus on making the built environment safer, as well as more resilient and sustainable, our clients seek us out for our expertise and prefer us for our personal service, innovation, and creative minds.

In 2023, Gannett Fleming received a strategic investment from OceanSound Partners, a growth-oriented private equity firm that invests in technology and technology-enabled services companies serving government and enterprise end-markets.

The Gannett Fleming board of directors is responsible for governing the firm’s ESG program. In 2023, our ESG program was led by the ESG director who, with oversight from the board and in collaboration with the corporate business group and shared services directors, established the ESG commitments and goals in alignment with business strategy. Further, we have a robust sustainability program overseen by the corporate sustainability officer.

This unified executive leadership team is responsible for:

- Business standards, policies, practices, and compliance.
- Code of conduct and ethics.
- Quality and risk management.
- Financial performance.
- ESG program, goals, audits, and reporting.

OVER 90%

OF OUR STAFF

RECOMMEND US AS AN EMPLOYER



CLIENT SATISFACTION RATINGS OVER

90%



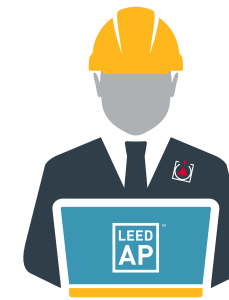
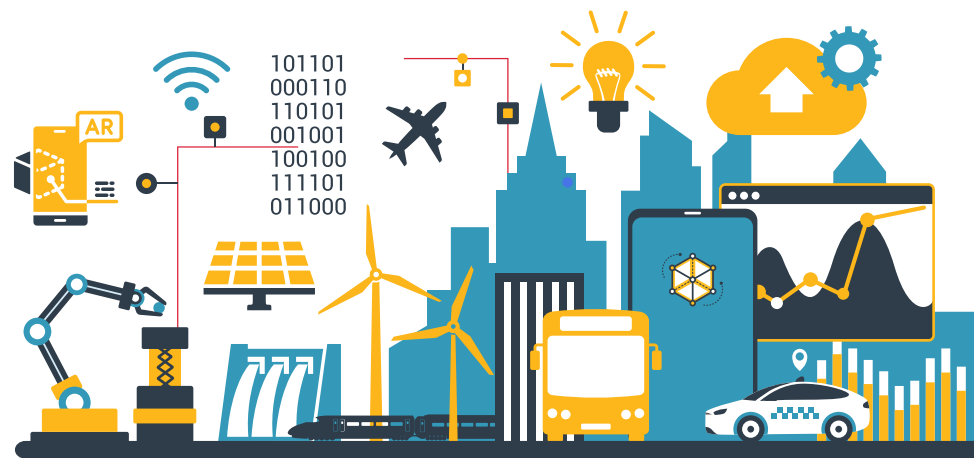
What We Believe

VISION Gannett Fleming is a driving force in improving our communities and sustaining our world.

MISSION Amaze our clients with our quality, innovation, and responsiveness and become their trusted advisor; promote a safe and rewarding work environment; and provide a fair return on investment.

- VALUES**
- A Tradition of Excellence
 - Employees are the Key
 - Teamwork
 - Sustainability
 - Resiliency
 - Professional and Community Involvement
 - Ethical Business Practices
 - Financial Stability

109
YEAR
HISTORY
OF INNOVATION



74
LEED®
Accredited
PROFESSIONALS



111
Envision™
Sustainability
PROFESSIONALS

ENGINEERING NEWS-RECORD (ENR) 2023 RANKINGS



- | | | | |
|------------|--------------------------------------|-------------|------------------------------------|
| #6 | Education | #23 | Bridges |
| #7 | Mass Transit and Rail | #26 | Top 500 Design Firms |
| #8 | Dams and Reservoirs | #40 | Designers in International Markets |
| #12 | Transportation | #45 | Power |
| #14 | Water Treatment, Desalination Plants | #50 | Industrial Process |
| #15 | Highways | #59 | Global Design Firms |
| #15 | Pure Designers | #67 | Green Design Firms |
| #16 | Water Supply | #117 | Environmental Firms |
| #21 | Wastewater Treatment Plants | #117 | International Design Firms |
| #22 | Power Transmission and Distribution | | |

For complete rankings, visit our [corporate newsroom](#).

SOCIAL RESPONSIBILITY

Social Responsibility and Community Involvement

Equity in Infrastructure Pledge

In 2023, Gannett Fleming became one of the first AEC firms to sign the [Equity in Infrastructure Project](#) (EIP) pledge, a commitment to increasing prime, joint venture, and equity contracting opportunities for historically underutilized businesses.

The EIP was co-founded in early 2021 in anticipation of the more than \$1 trillion Infrastructure Investment and Jobs Act, along with regional and state infrastructure investments.

“This historic investment in our nation’s infrastructure creates a once-in-a-generation opportunity to revamp public contracting practices and create more opportunities for historically underutilized businesses,” said Bob Scaer. “Gannett Fleming is honored to pledge our commitment to support the [EIP](#).”

The EIP secures commitments from public agencies, organizations, and AEC industry firms to increase the number, size, and scope of contracts going to historically underutilized businesses in the infrastructure space by facilitating access and reducing barriers to compete for business by December 2025.

Supplier Diversity

Our commitment to the communities we serve extends to the companies and individuals that call those communities home. We understand that having diversity around the project table is the foundation for driving innovation and creative problem solving that addresses community needs. We invest in creating industry partnerships that focus on inclusion and welcome all types of businesses. That’s why Gannett Fleming provides contracting and subcontracting opportunities to small, micro, women, veteran, LGBTQ+, disabled, disadvantaged, indigenous, and minority-owned businesses.

We proudly amplify AEC advocacy organizations, clients, and community organizations to improve and increase opportunities for historically underutilized businesses.

Mentor-Protégé Relationships

Gannett Fleming leads the Illinois Tollway’s I-294 construction management project. Our project team includes multiple disadvantaged business enterprises (DBE) and one veteran-owned small business. We established mentor-protégé agreements with three of these firms through the Illinois Tollway Partnering for Growth program, which encourages prime consultants to assist disadvantaged and other small businesses to provide opportunities to remain self-sufficient and succeed.

One example of our success includes Project Huddle, a certified women’s business enterprise and DBE firm. Working on the I-294 project allowed Project Huddle to hire its first full-time employee, a scheduler and documentation engineer committed to the project through 2026, supporting the Illinois Tollway’s standards and procedures. Focusing on construction management, Gannett Fleming has worked directly with Project Huddle to assist with client introductions, business planning, and growth strategy. At the completion of the project, Project Huddle will have the necessary experience to become prequalified with the Illinois Department of Transportation for construction inspection.

Mentor-Protégé Relationships

Our mentor-protégé strategy emphasizes cultivating enduring partnerships by building and maintaining long-term relationships. We mentor our protégé firms to give them the experience and skills needed for long-term success in areas including technical experience, project management, and business development.

For example, we recently began a relationship with a firm located in the Western U.S. that specializes in dams, seismic studies, geotechnical engineering, engineering geology, and hydrogeology. Leveraging the strengths of both firms, we are teaming with them on multiple pursuits, partnering with them throughout the project process from procurement through delivery.

In addition to company-centric relationships, we seek opportunities to implement mentoring on our projects.

We have established agreements on several projects, including:

- Illinois Tollway I-294 Construction Management.
- Metra Metropolitan Rail (Illinois) Fiber Optics Backbone Engineering Design Services.
- Maryland Transportation Authority Nice Bridge Construction Management.
- Pennsylvania Department of Transportation (PennDOT), Clearfield County Bridge Replacement Project.
- PennDOT, Bigelow Blvd.
- LA Metro Transit, Operations Engineering Support.



Outreach and Meet the Prime Events

We seek opportunities to effect positive, measurable changes to communities beyond successful project delivery. Outreach events provide opportunities to be a driving force for local, small, and disadvantaged businesses. We prioritize establishing strong relationships, and our team collaborates closely with clients to cultivate qualified subconsultants. These strategic partnerships contribute to the critical skills necessary for advancing our communities' infrastructure and the growth of local firms.

Gannett Fleming partnered with the New York City School Construction Authority (NYCSCA) to host an **outreach event** to increase, facilitate, and encourage the participation of minority and women-owned business trade contractors in on-call and emergency school repair projects.

The event's goal was to fuel diversity and inclusion while bringing in ever-expanding points of view, empowering delivery of a **higher-quality work product through innovation and creativity**. This event included panel presentations introducing NYCSCA's prequalification process, mentor program, and emergency construction opportunities, as well as general contractor exhibits.



Professional Society and Educational Partnerships

Gannett Fleming's active involvement in the infrastructure sector is sustained and bolstered by our dedication to leading professional societies and fostering educational collaboration.

Professional Organizations

Professional organizations are the epicenter for relationship building, idea exchange, advocacy, mentorship, professional development, and charitable giving. We value these societies as a way to drive the infrastructure industry forward and encourage our employees to take meaningful roles and engage in professional organizations.

These organizations include, but are not limited to:

- American Association of State Highway and Transportation Officials (AASHTO).
- American Council of Engineering Companies (ACEC).
- American Institute of Architects (AIA).
- American Public Transportation Association (APTA).
- American Railway Engineering and Maintenance-of-Way Association (AREMA).
- American Road and Transportation Builders Association (ARTBA).
- American Society of Civil Engineers (ASCE).
- American Society of Highway Engineers (ASHE).
- Association of State Dam Safety Officials (ASDSO).
- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE).
- American Water Works Association (AWWA).
- Canadian Urban Transit Association (CUTA).
- Conference of Minority Transportation Officials (COMTO).
- Construction Management Association of America (CMAA).
- Design-Build Institute of America (DBIA).
- Esri®.
- Geoprofessional Business Association (GBA).
- Institute of Transportation Engineers (ITE).
- Intelligent Transportation Society of America (ITS).
- International Bridge, Tunnel and Turnpike Association (IBTTA).
- International Society for Pharmaceutical Engineering (ISPE).
- National Association of Black Women in Construction (NABWIC).
- National Association for Environmental Management (NAEM).
- National Hydropower Association (NHA).
- National Society of Black Engineers (NSBE).
- Ontario Association of Architects (OAA).
- Society of Hispanic Professional Engineers (SHPE).
- Society of Women Engineers (SWE).
- Transportation Research Board (TRB).
- United States Society on Dams (USSD).
- Water Environment Federation (WEF).
- WTS.



Above:

Gannett Fleming teammates speak to students at Florida International University, another example of our industry and educational involvement.

Left:

Art Barrett, PE, speaks at the 2023 American Council of Engineering Companies Annual Convention and Legislative Summit. He served as the organization's chair from 2022 to 2023.

Gannett Fleming Spearheads ASDSO's Dam Safety Toolbox

Marking the culmination of a collaborative effort between Gannett Fleming and the Association of State Dam Safety Officials (ASDSO), the Dam Safety Toolbox (damtoolbox.org) went live in 2023. The Dam Safety Toolbox is a wiki-based website that provides a comprehensive source for dam safety information and guidance. The site facilitates knowledge-sharing among dam safety professionals and supports ASDSO's mission to improve dam safety through education, regulatory program support, and a unified dam safety community.

Recognizing the firm's deep technical acumen, innovative spirit, and reputation as one of the nation's leading design firms for dams and reservoirs, ASDSO tapped Gannett Fleming to develop the Dam Safety Toolbox to benefit the entire industry. The Toolbox is a single-source digital repository for current dam safety guidelines, tools, and state-of-the-practice recommendations.



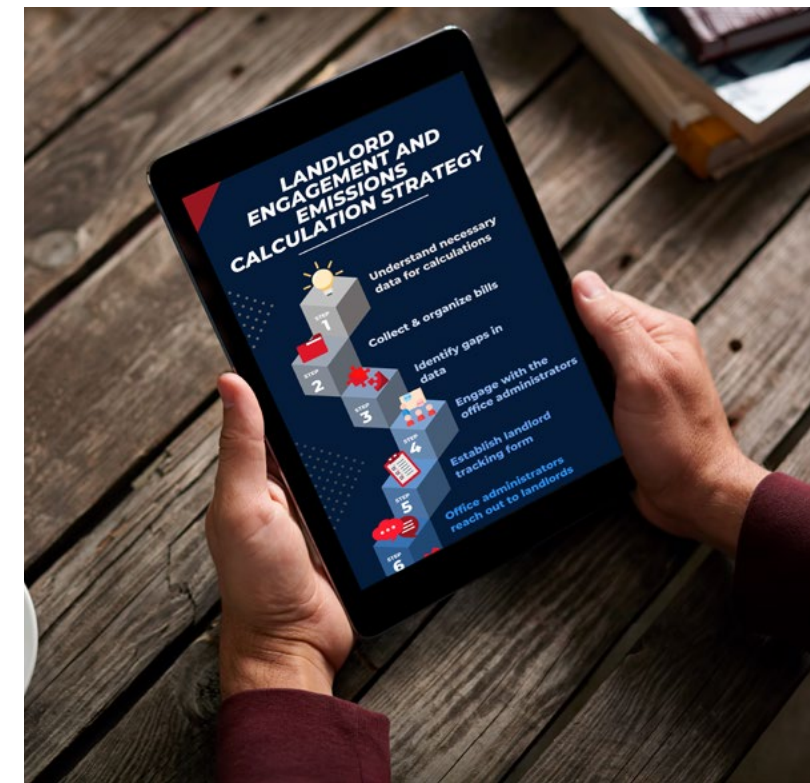
"We appreciate the trust that ASDSO placed in Gannett Fleming to help with this amazing project. Our team is proud to share our dam and levee safety expertise to provide a one-stop destination that promotes best practices, fosters collaboration, and furthers ASDSO's vision of a future where all dams are safe. We hope the dam safety community embraces and expands this resource tenfold. It will be exciting to see where our collective dam engineering resources go from here."

—Greg Richards, PE, CFM, Senior Project Manager, Gannett Fleming

Educational Partnerships

Our commitment to education is illustrated throughout this report, including our employees' dedication to lifelong learning, the firm's charitable outreach, our internship program, and the scholarships we sponsor.

Another example of Gannett Fleming's engagement with the academic community is our partnership with Arizona State University (ASU). Starting in 2021, the firm supported ASU School of Sustainability undergraduate- and graduate-level students by partnering on real-world capstone projects. Most recently, a capstone project team helped us expand our greenhouse gas metrics measurement by including our leased offices. This represents a long-desired and critically important step forward in our environmental tracking and is covered later in this report.



"ASU's sustainability program – the first of its kind in the country – did an excellent job of assessing our leased office landscape, outlining a calculation strategy, and developing recommendations. We're grateful for their partnership and the opportunity to give real-world experience to tomorrow's sustainability leaders."

—Stewart Vaghti, PE, ENV SP, 2023 Sustainability Committee Chair

Charitable Giving and Community Involvement



\$428,955
IN UNITED WAY
CONTRIBUTIONS

We care deeply about the communities in which we work and live. Our employees, partners, and clients bring this to life through our collaborative culture, the execution of our projects, and every aspect of our operations.

Further, in partnership with our clients and employees, we constantly seek opportunities to create positive, measurable changes.

For example, this year, we launched the **Employee Engagement and Community Program**, which puts employees in the driver's seat to direct Gannett Fleming's charitable funds to causes and activities that are important to them and aligned with our mission.

This purposeful and personalized opportunity for localized community involvement is part of our **Give and Grow Program**, which provides an avenue for significant, nationwide, and ongoing philanthropy.

Through these programs, we've assisted organizations like the ACE Mentor Program, American Heart Association, Baltimore County Public Schools, Black Girls CODE, Children's Hospital of Philadelphia, Engineering Change Lab USA, Equality California, Ronald McDonald House, and SOS Children's Village Chicago.

Another example of our community involvement is our annual **United Way** campaign. The United Way enables

employees to contribute to recognized United Way initiatives, such as early childhood education and workforce development, as well as the flexibility to allocate donations to a charity of their choice. Since 1994, Gannett Fleming has contributed over \$5.5 million to the United Way through these annual campaigns. Gannett Fleming employee and retiree giving combined with a corporate match totaled more than \$428,955 in 2023.

Employees also volunteered with United Way. For example, the Camp Hill team created 500 dental kits to distribute to individuals in need, and the East Brunswick team helped to stuff over 500 backpacks as children returned to school in the fall.

Finally, the **Gannett Fleming Charitable Foundation** (GFCF) stands as a beacon of support for employees affected by natural disasters. Initiated in the aftermath of Hurricane Sandy, the GFCF embodies our collective ethos: when adversity impacts any member of Gannett Fleming, it impacts us all. Our aspiration in establishing the GFCF was to mitigate the financial hardships our employees endure due to damages to their homes and belongings that insurance does not cover. This initiative is a pivotal element of our business continuity strategy, ensuring our capacity to deliver exceptional service to our clients while empowering our employees with the necessary support and resources during challenging times.



Above: Gannett Fleming teammates from the Miami Office participate in a neighborhood clean-up sponsored by the Employee Engagement and Community Program.

Left: Gannett Fleming's Nora Castilla creates school readiness kits with the United Way. Gannett Fleming supports the United Way through volunteerism and our annual employee campaign.

Wellness

Below:

We provide U.S. employees with two weeks of paid parental leave when they welcome a new child into their families. Pictured are some of the 2023 babies, as 2023 was our first full year with paid parental leave.

At Gannett Fleming, one of our values is that employees are the key. Therefore, we actively invest in our employees' well-being, and that of their families, by providing them with new and evolving benefits, programs, and resources to help them thrive, both personally and professionally.

Simply put, employee wellness is a critical driver of our success, and our family-friendly benefits are meant to help our employees at work and at home.

For example, we evaluate our [comprehensive benefits package](#) annually and recently added the following to our list:

- Pet insurance.
- New orthodontic care.
- Increased long-term disability coverage.
- Paid parental leave. In 2023, the firm paid more than 3,500 hours to more than 45 employees.

Other benefits include flextime, hybrid work models, a tax-deferred 401(k) savings plan that was selected as a PLANSPONSOR 2023 Best-in-Class 401(k) Plan, and medical, dental, vision, and life insurance.

Our Wellness Committee also spearheads several employee wellness programs, such as:

- Financial incentives for annual preventive care.
- Gym membership discounts and reimbursements.
- A nutrition, fitness, and healthy lifestyle education program.
- A quarterly wellness newsletter that includes actionable tips, community building, and more.
- Wearable fitness tracker and home gym equipment reimbursements.
- The Calm app with tools for meditation, focus, and stress management. In 2023, employees logged over 9,800 hours of meditation and mindfulness via the app.
- A companywide 6-week walking challenge. Employees walked nearly 30,000 miles, taking more than 59,500,000 steps.

SELECTED AS A
PLANSPONSOR
2023
BEST-IN-CLASS
401(K) PLAN




Left:

Our employees use our flextime and hybrid work policies to pursue their passions inside and outside work. Bharat Kumar, PE, PMP, ENV SP, project track engineer, volunteers as a firefighter in his community.

A Commitment to Safety



SAFETY — IS IN OUR — HANDS

Most meetings at Gannett Fleming start with a “safety moment,” and we have a commonly used motto, “safety is in our hands.” Every employee plays a crucial role in maintaining a safe working environment and advancing safety in the infrastructure industry.

We’ve incentivized this proactive safety culture through hazard recognition in our annual Near Miss Safety Challenge. Our staff is reporting five times the number of near misses as they did in 2019.

We continued to focus on our field employees submitting health and safety plans, with 464 plans reviewed throughout the year. Our team of safety professionals also conducted over 80 job site safety audits, and our employees logged more than 6,305 hours of safety-related training last year.

OVER
700%
INCREASE IN
**HEALTH AND
SAFETY PLAN
SUBMISSIONS**



OUTSTANDING SAFETY RECORD



- **0.27** Total Recordable Incident Rate, Compared to a National Average of 0.60.
- **283** Employees Took CPR/First Aid Training.
- **6,305** Safety Training Hours Logged.

Learning and Development

At Gannett Fleming, we embrace lifelong learning by empowering our workforce through their professional development journey. We invest in our employees’ growth through a diverse portfolio of training resources and methods, such as:

- Project Management Academy, Project Principal Boot Camp, and client management training for in-depth education based on employees’ roles.
- Exam preparation courses to help employees achieve industry certifications and licensure.
- Lead, Engage, Accelerate, Develop (LEAD) Manager Training Program, aimed to upskill and prepare managers for success.
- Self-directed learning through our learning network and the newly launched Percipio, a modern and streamlined platform that provides in-depth educational journeys for hard and soft skills.
- Gannett Fleming scholarship programs and partnerships with students and universities that convey our passion for continuous education.



17 employees completed the Gannett Fleming-sponsored American Society of Civil Engineers PE Civil Exam Review program.

25 employees completed the Gannett Fleming New Business Development Workshop.

30 employees were supported by Gannett Fleming’s Academic Studies Tuition Reimbursement program.

47 employees participated in our Project Management Professional Exam Prep programs.

51 employees completed the Gannett Fleming Leadership Academy and LEAD Manager Training.

68 employees participated in Gannett Fleming’s in-house Project Management Academy and Project Principal Boot Camp programs.

1,763 employees completed other types of courses, including webinars, live training, and external courses.

54,399 online courses completed via our internal Gannett Fleming Learning Network.

This commitment to lifelong learning helps employees develop the knowledge and skills needed to better understand and meet the needs of the clients and communities they serve.

Below:

The recent graduates of Gannett Fleming's LEAD manager training program.



32,000+
ATTENDEES

INSIGHTS

Gannett Fleming launched the INSIGHTS webcast series to connect thought leaders and professionals during the isolation of the COVID-19 pandemic. Now, attendees can watch live and on-demand webcasts, obtain several types of free professional credits, and search by topics of interest to personalize their experience.

Our INSIGHTS webcast series has welcomed over 32,000 attendees since its founding. We've also welcomed guest speakers from:

- Abadi Accessibility.
- California Department of Water Resources.
- Cold Spring Construction.
- Cybersecurity and Infrastructure Security Agency.
- Esri.
- Federal Highway Administration.
- Florida Department of Transportation.
- Metrolinx.
- Metropolitan Transportation Authority.
- National Association of State Energy Officials.
- New York State Department of Transportation.
- Pennsylvania Department of Military Veterans Affairs' Bureau of Military.
- Pennsylvania American Water.
- PG&E.
- Virginia Department of Transportation.

Diversity, Equity, Inclusion, and Belonging

Gannett Fleming's commitment to diversity, equity, inclusion, and belonging (DEI&B) deepened in 2023 thanks to initiatives that continue to build a workplace where everyone feels valued, respected, and a sense of belonging.

Employee Resource Groups

2023 saw the launch of our newest employee resource group (ERG), *Communities of Color at Gannett Fleming*. This group aims to infuse the strength of people of color into our company culture in a manner that promotes personal and career growth for all employees and further enhances project teams to reflect the communities we serve and deliver more innovative solutions through the lens of equity.

Our ERGs provided valuable programming and received prominent recognition in 2023. This included:


- A "Yo Soy – I am" event celebrating Hispanic Heritage Month and Latin American Heritage Month from *Communities of Color*. As part of the event, teammates shared their personal stories, unique perspectives, and appreciation for achievements within the Hispanic and Latinx communities.

- A *Connected Women at Gannett Fleming*™ partnership with the firm's Corporate Learning team to launch an online learning journey called "Women's Advancement in Life and Work," which became the most popular track in Gannett Fleming's Precipio online learning account in 2023. The ERG-sponsored *Connected Relationships Mentoring Program* received a 2023 President's Quality Award.
- Rainbow Connection discussions on various topics from *LGBTQ+ at Gannett Fleming*, as well as virtual bingo to celebrate Pride Month and a book club.
- A *Future Generations at Gannett Fleming* "Ask Me Anything" session with Matt Schiemer, senior vice president and deputy director of our Roadway Corporate Business Group.
- A *Military Veterans at Gannett Fleming* and LGBTQ+ joint event featuring Emily Miller, a social entrepreneur, combat veteran, and LGBTQ advocate.



Left:

Gannett Fleming commemorated Juneteenth with our Communities of Color ERG launch.

63% 
**INTERN TO
 FULL-TIME
 EMPLOYEE
 CONVERSION RATE**

Internship Program

Roughly 90 bright minds joined Gannett Fleming’s [2023 class of interns](#), gaining real-world experience across various fields. This immersive program equips future leaders with skills and knowledge, fostering a pipeline of talent that aligns with our strategic goals and drives future growth.

Our internship program offers more than just work; it is a fulfilling experience. Each intern partners with their manager to develop a work plan and set actionable

and measurable goals. Interns have the opportunity to engage with employees from diverse backgrounds and at different stages of their careers, from early-career professionals to executive leadership. Pairing interns with mentors, our Buddy Program eases the college-to-workplace transition and ensures interns feel welcome.

The program’s success is evident through our 63% intern to full-time employee conversion rate following our 2023 session.



Above:
Treson Scalf, a University of Florida graduate and new full-time Gannett Fleming employee.

Everyone has been incredibly open and supportive. The culture of connectedness that’s nurtured here, through ERGs, company broadcasts, and everyday office interaction, has positively impacted my learning experience.

–Treson Scalf, Former Intern and Current Member of the Water, Energy & Environment Corporate Business Group

Scholarship Programs

Launched in 2018, Gannett Fleming awards two annual \$5,000 **AEC Scholarships** to students from underrepresented communities with academic and leadership potential as they pursue careers in engineering (civil, environmental, electrical, and mechanical), construction services, computer science, or architecture.

Meet our 2023 recipients:

Laurin Brooks, a senior studying architecture at the University of Maryland, College Park.

“Beyond designing buildings, my interest in architecture extends to improving environmental injustice and historical preservation of buildings in marginalized, underinvested, and vulnerable communities, which are predominantly made up of people of color facing racial and social equity issues.”

Antoine “Pluto” Stokes, a senior studying civil and environmental engineering at the University of Illinois Urbana-Champaign.

“In addressing climate change, I believe it’s essential to consider problems from both a people and an environmental perspective, acknowledging their interconnectedness. I aim to create a world where people and nature coexist and prosper.”

Additionally, in collaboration with the American Water Works Association (AWWA), we proudly offer the **Gannett Fleming Forces of Change Scholarship** annually, empowering future leaders in the water industry. Our 2023 winner was Veronica Aguirre, a graduate of the University of California San Diego.

Gannett Fleming joint venture firm Transit Capital Partners (TCP), in partnership with the Chicago Transit Authority (CTA), awarded Yessenia Nicacio-Rosales the \$5,000 **TCP-CTA Transfer Scholarship** at the City Colleges of Chicago-Wilbur Wright College in Chicago, Illinois. The City Colleges of Chicago Foundation administers the scholarship, and it is made possible by sponsors TCP and CTA.

Since 2000, Gannett Fleming has also supported the dreams of more than 75 children and grandchildren of employees through the **Gannett Fleming Scholarship Program**. Thanks to the generosity of employees and retirees, the program has awarded more than \$235,000 in scholarships, fostering education and opportunity for tomorrow’s leaders. In 2023, 45 applicants competed for seven \$5,000 scholarships.



Laurin Brooks



Antoine “Pluto” Stokes

DEI&B Thought Leadership

Driven by our DEI&B commitment, we actively encourage internal thought leaders to engage in discussions on evolving DEI&B topics, fostering learning and progress for our community.

Masai Lawson, senior manager of talent acquisition and inclusion, moderated impactful panels for professional organizations in 2023, such as a DEI&B in requests for proposal (RFPs) panel at the ACEC 2023 Spring Convention. She also continued her role as an ACEC DEI&B Steering Committee member and presented a DEI&B road map to the organization.

Her 2023 blogs demonstrated Masai’s insightful and original viewpoints on issues affecting underrepresented groups:

- [How to Effectively Manage a Diverse Team in 2023](#)
- [What is Intersectionality in the Workplace?](#)
- [DEI&B Terms in the Workplace: A Guide to Using Them with Care](#)
- [Paving the Way for Equity in Infrastructure: Our Workforce](#)

Additionally, Gannett Fleming co-delivered the INSIGHTS webcast, “[Designing for All: A Conversation Around the Principles of Inclusive Architecture and Accessibility](#),” and Joelle Shea, corporate marketing and communications senior manager, presented at ACEC Ohio’s panel discussion on the impact of employee resource groups at AEC firms.

Right:

From left, Kevin Hussain, AI Engineers, Inc.; Jose Febrillet, Port Authority of NY & NJ; Masai Lawson, Gannett Fleming; Martha Cross, City of Philadelphia, Department of Planning and Development; and Phil Campos, State Department, following the DEI&B in RFPs panel discussion. Febrillet, Cross, and Campos served as panelists and Lawson moderated.



Awards & Recognition

Awards acknowledged Gannett Fleming’s dedication to DEI&B in 2023, while individuals were celebrated for shaping a diverse and supportive environment where everyone thrives. This recognition included:

- [Empowering Women Award](#), Central Penn Business Journal (CPBJ) and Lehigh Valley Business.
- Business Administrator Eva Ingram, Member of the Year, WTS NC Triangle Chapter.
- Director of Connected and Automated Vehicle Services Laurie Matkowski, Appearance on The Infrastructors podcast.
- Masai Lawson, 2023 Tribute to Women of Excellence awardee, YWCA Greater Harrisburg.
- Masai Lawson, Leadership in Diversity Award, The Conference for Women.
- Midwest Business Development Manager Colleen Miller, Member of the Year, WTS Chicago.
- Project Designer Jose Abinazar, Interview on the ASCE podcast Plot Points.
- Project Manager Christie Cohan, Feature in Woman Engineer Magazine.



Above: Executives from the CPBJ gave Gannett Fleming’s Esther McGinnis the Empowering Women Award.

Internal Communications & Resources Expansion

Listening to our employees continues to help us tailor our internal communications and DEI&B efforts. As a result, we progressed the following initiatives:

- Advancing our quarterly DEI&B newsletter to include featured DEI&B news and blogs, employee spotlights, social media posts, a calendar of holidays and observances, defined DEI&B terms, and our employees’ favorite traditions during the holiday season.
- Adding new information and resources to the DEI&B pages on our Human Resources SharePoint site and our ERG sites.
- Highlighting various cultural observances in our weekly companywide email.



Above: Senior Project Manager Alan Brick-Turin shared his Hanukkah traditions.

ENVIRONMENTAL: TRACKING PROGRESS

Our robust sustainability program embraces a top-down and bottom-up approach in which our entire company plays a part. The board of directors guides the overall direction of the firmwide corporate sustainability strategy and goals. The Corporate Sustainability Committee leads the charge in advising on the strategic direction for corporate sustainability, setting sustainability goals, and monitoring progress toward those goals — all in alignment with corporate objectives. Members represent a variety of offices, business groups, and geographic regions. Our office coordinators organize sustainability efforts on the local level, such as supporting local recycling programs, organizing Earth Day activities, ensuring

Efficient Operations

We regularly evaluate the carbon footprint generated by our company-owned facilities from electrical and natural gas usage, and have begun the benchmarking process for our leased offices. Over the past 13 years, we have steadily decreased our footprint, and we offer hybrid work models that continue to influence usage and metrics.

At our corporate headquarters in Harrisburg, Pennsylvania, our indirect greenhouse gas emissions from electrical usage increased by 1.75% from the previous year (2022) and are down 48% from the baseline established in 2010. Our direct emissions from natural gas combustion increased by 0.32% from the previous year and are down 17% from the 2010 baseline.

Carbon emissions increased 1.4% from 2022 but have decreased 43% from the 2010 baseline.

sustainable appliances and office equipment, and obtaining local certifications.

Stewart Vaghti, PE, ENV SP, has served as Gannett Fleming's corporate sustainability officer for nearly 10 years and has grown the program significantly. As you see in this report, during his tenure the firm has steadily decreased our owned facilities' carbon footprint and better assisted our clients with their sustainability goals. Thank you, Stewart, for your years of tireless service!

Vice President and Facilities' Senior Project Manager Teresa Peterson, PE, CME, LEED AP O+M, ENV SP, will serve as our new corporate sustainability officer.



Stewart Vaghti, PE, ENV SP

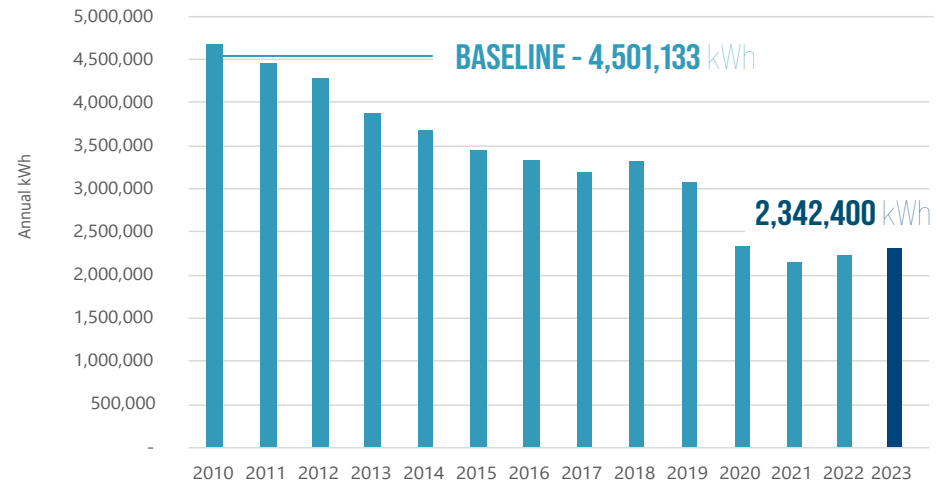
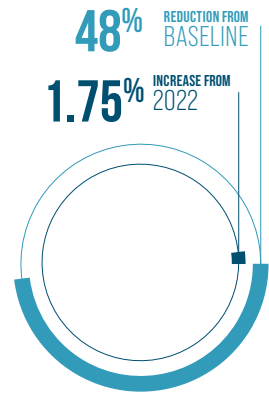


**Teresa Peterson, PE, CME,
LEED AP O+M, ENV SP**

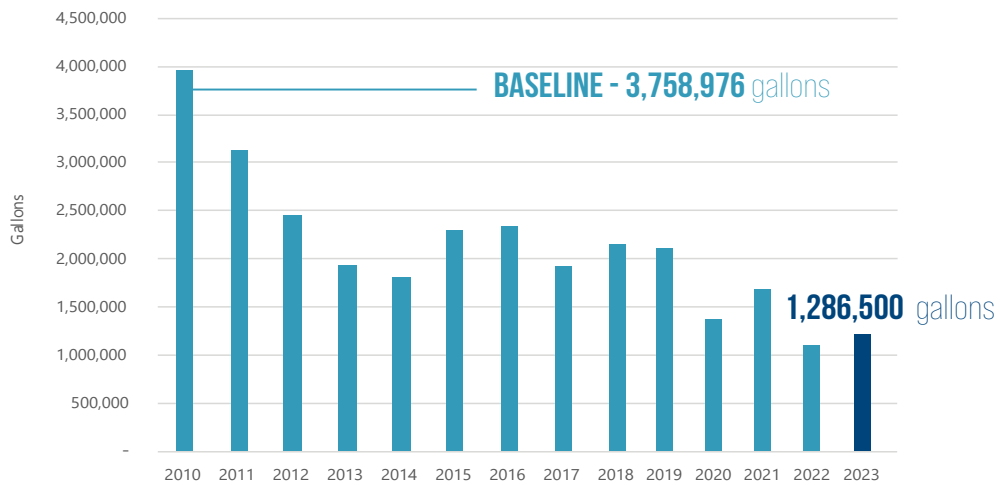
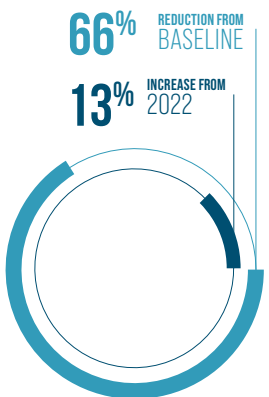
At the other office we own, in Valley Forge, Pennsylvania, our indirect greenhouse gas emissions from electrical usage decreased by 7.28% and are down 54% from the baseline established in 2010. Our direct emissions from natural gas combustion decreased by 7.3% from the previous year and are up 14% from the 2010 baseline. Carbon emissions decreased by 7.25% from 2022 and 44% from the 2010 baseline.

We are proud of our progress to date but know that there is more to do. We initiated a multi-phase program by conducting a desktop study to explore options with a goal to further reduce energy usage at our company-owned facilities by 15% with a 10-year buyback goal and are evaluating the results of our leased office assessment.

Harrisburg, Pennsylvania
Harrisburg Electricity

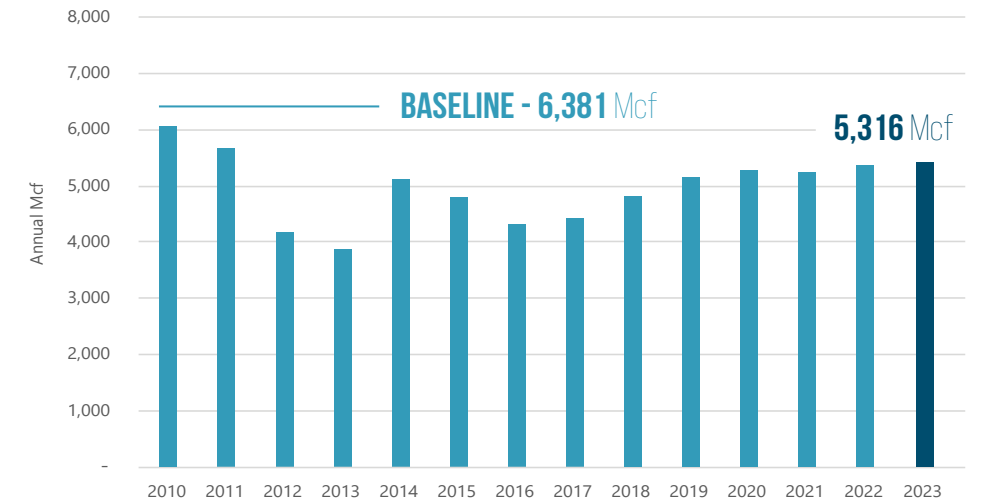
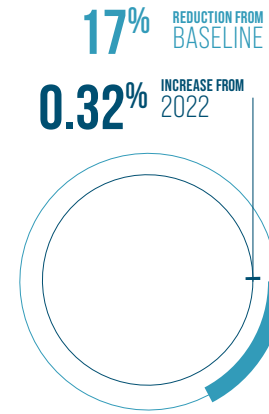


Harrisburg Water

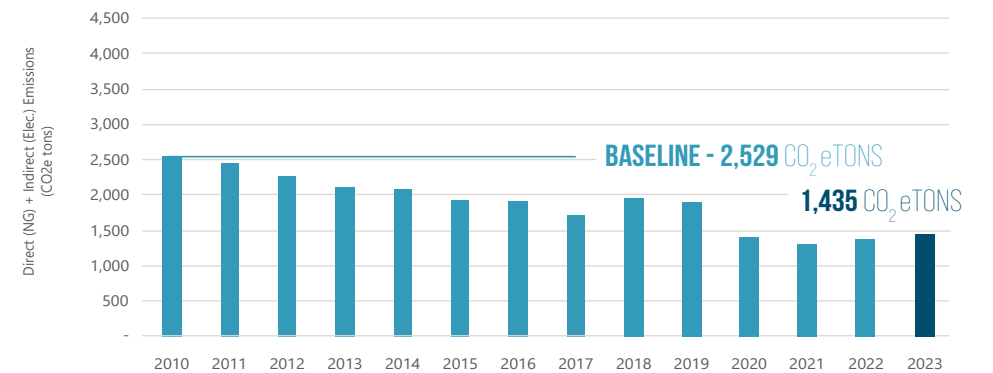
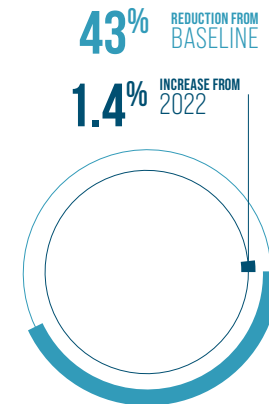


**Due to a water meter malfunction, a portion of the data for one of three buildings is estimated based on historical averages.*

Harrisburg Natural Gas



Harrisburg Carbon Footprint

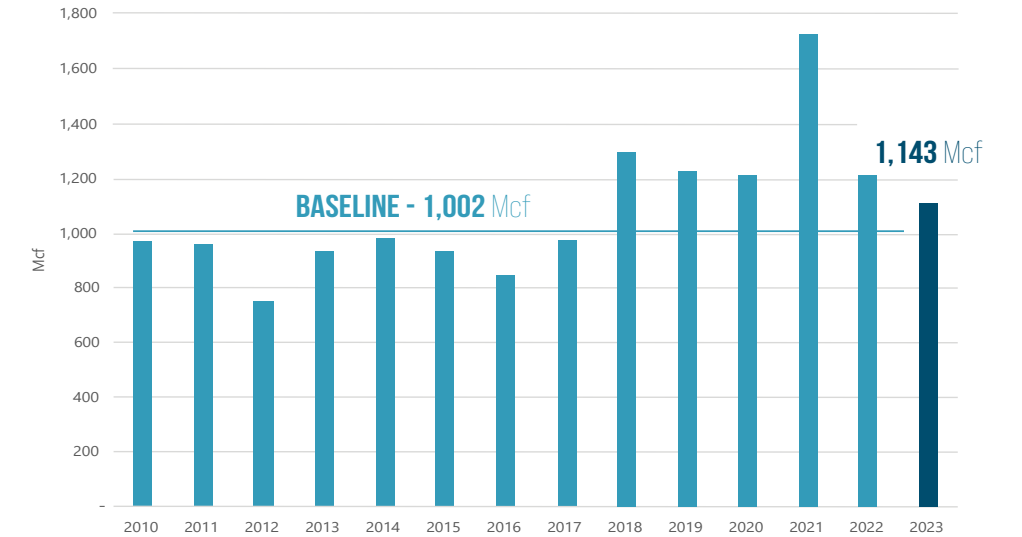
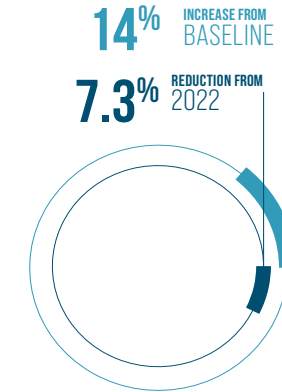


Headquarters Recycling Program

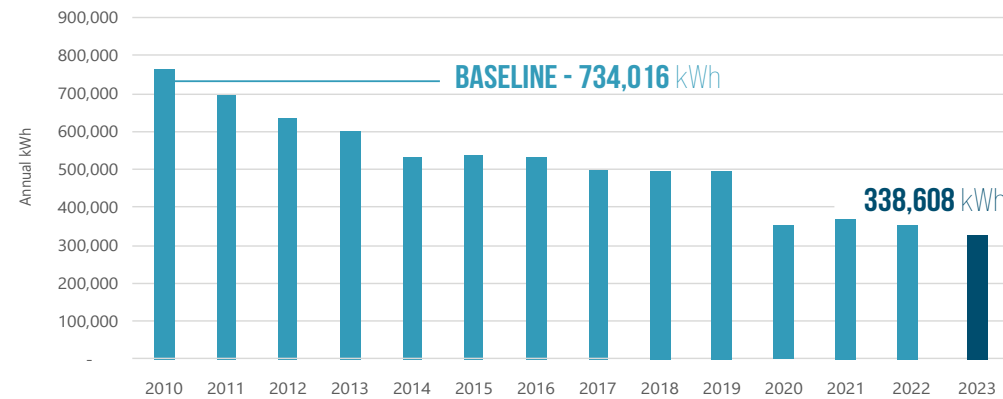
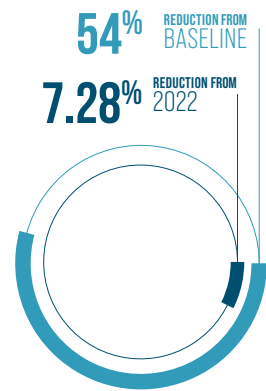
We make recycling simple and easy at our corporate headquarters. Our single-stream recycling program offers employees the opportunity to turn materials that would otherwise become waste into resources.



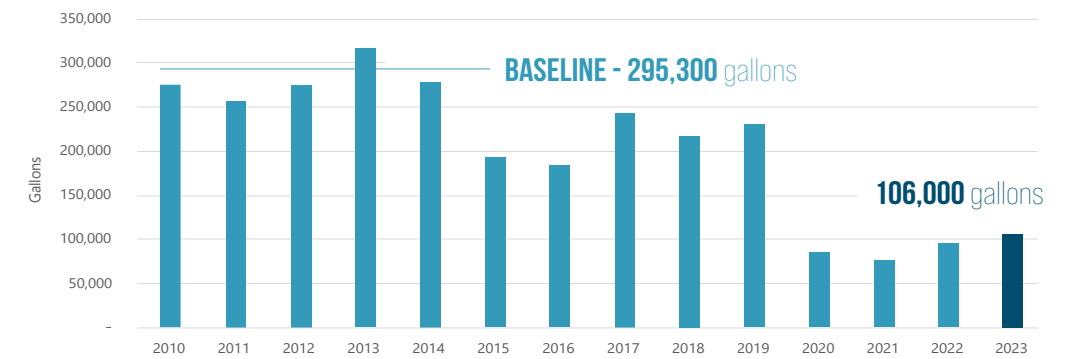
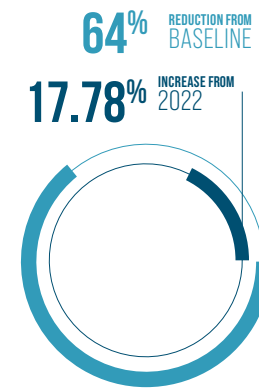
Valley Forge Natural Gas



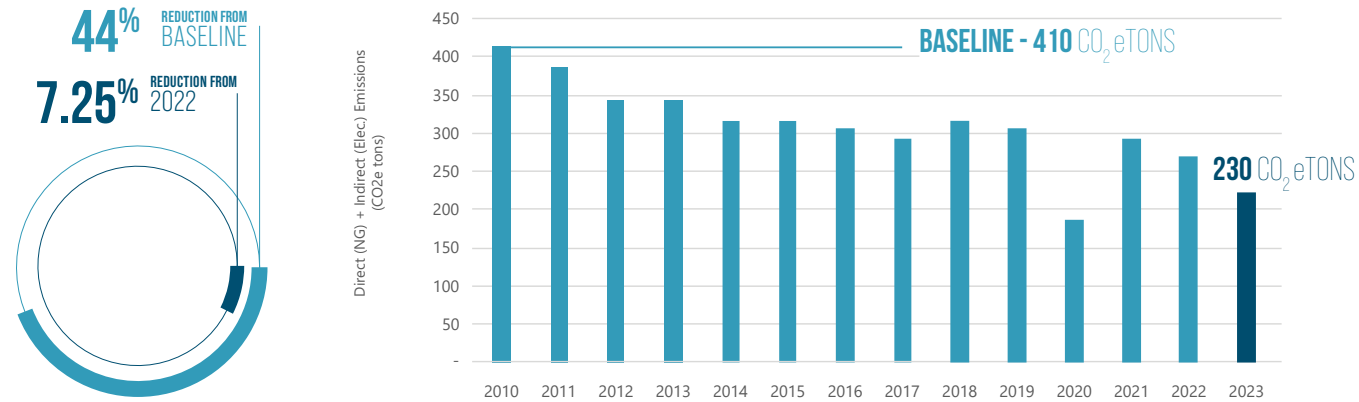
Valley Forge, Pennsylvania Valley Forge Electricity



Valley Forge Water



Valley Forge Carbon Footprint



Leased Office Carbon Footprint

According to the World Green Building Council, buildings are responsible for 39% of global energy-related carbon emissions, with most of that coming from operational energy consumption.

In the U.S., many state and local government authorities are taking action on greenhouse gas emissions from buildings as part of their plans to reach net zero. Achieving governmental decarbonization goals will require changes to our perceptions about building use and construction. As a start to better decision-making, emerging regulations require reporting of building emissions either by the building owner or commercial tenants.

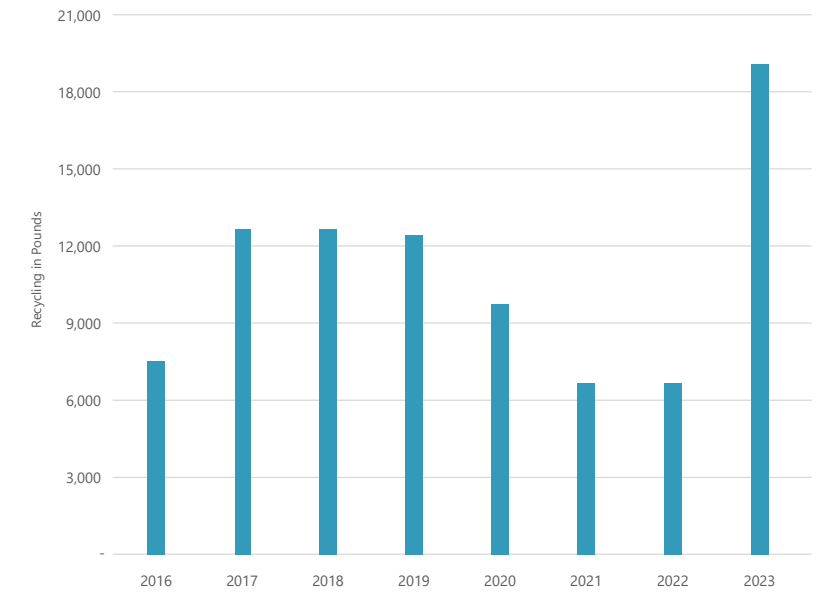
Gannett Fleming is proactively looking to establish a baseline for our greenhouse gas emissions based on the square footage

occupied by our leased offices. With this baseline understanding of our impact, we can establish measurable goals for making smarter decisions about office buildings, locations, square footage, and utilities when leasing new office space. Following guidance published by the Environmental Protection Agency’s Center for Corporate Climate Leadership, Gannett Fleming estimated our Scope 3, Category 8 emissions at 2,543 metric tons of CO₂e from our leased office spaces, using an average-data methodology. Scope 3 emissions represent emissions from assets not owned or controlled by the reporting organization. With over 386,700 square feet of leased office space, that yields 6.58 kgCO₂e per square foot from natural gas and electric consumption.

Around Gannett Fleming

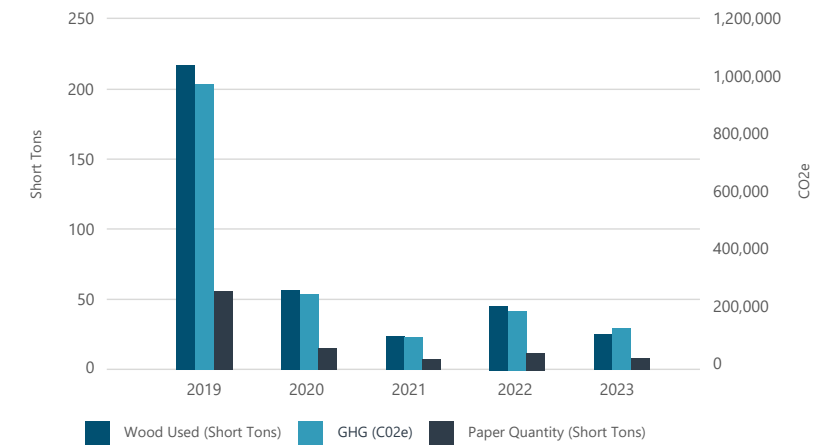
Companywide Techno Trash

Our companywide electronic recycling program enables us to reduce the expense and environmental impact associated with obsolete technology.



Printing Efficiency Program

Gannett Fleming experienced a dramatic reduction in printing throughout COVID-19 and our hybrid work models. We’ve removed many printers and copiers from our offices, and encouraged the use of digital programs to replace printing through education and training. Our paper usage is reflected at right, and we look forward to setting goals to capture this momentum of reduced printing.



This data represents usage from internal printers, copiers, and plotters.

Strategic Sourcing

Since 2013, we have contracted with a large national retailer to handle our procurement of office supplies, cleaning products, office furniture, shipping, and equipment. The goal of the program is to realize cost reductions from contractual pricing, reduce our administrative burden, eliminate unnecessary office supply purchases and waste, and improve the way we monitor our cleaning product purchases. The total number of orders increased, which is attributed to adjusting to a hybrid work environment. Here are additional details from 2023:

Year	Total Orders	# of Small Orders	% of Small Orders	% Eco-rated Products	Filling & Binding	Filling & Binding - % of Total Orders	Total Spent	Average Order Size
2013	645	92	14%	18%	\$18,538	13%	\$148,226	\$230
2014	1,482	191	13%	33%	\$41,811	24%	\$176,874	\$119
2015	1,534	110	7%	31%	\$44,782	22%	\$204,347	\$133
2016	1,532	100	7%	23%	\$32,954	15%	\$219,727	\$143
2017	1,811	76	4%	32%	\$34,082	12%	\$275,562	\$152
2018	2,164	74	3%	29%	\$30,588	10%	\$316,435	\$146
2019	2,559	105	4.1%	14%	\$30,632	9%	\$336,356	\$131
2020	853	36	4.2%	22%	\$9,788	8%	\$127,377	\$149
2021	572	16	3%	20%	\$4,356	5%	\$95,067	\$166
2022	725	17	2%	23%	\$6,262	2%	\$260,089	\$58
2023	736	8	1%	23%	\$4,200	3%	\$141,380	\$58
% Change from 2022 to 2023	2%	-53%	1% decrease (from 2% to 1%)	0%	33% decrease	1% increase	46% decrease	0%

Previous reporting calculated small orders as below \$50; due to inflation that threshold is now \$65 according to our vendor. Moving forward, we will classify these as "small orders."

Mileage Impacts

For a comprehensive look at CO₂e emissions from vehicle travel companywide, we considered mileage from personal vehicles, rental cars, and corporate fleet vehicles. We normalized the data against our annual firm revenue.

Year	Mileage	CO ₂ e (Metric Tons Per Year)	Revenue (\$ Million)	CO ₂ e Tonnage Per \$ Million Revenue
2010 (Baseline)	6,292,067	2,760	291	9.48
2011	6,574,472	2,883	290	9.94
2012	6,452,751	2,830	293	9.66
2013	6,301,814	2,764	313	8.83
2014	6,469,029	2,837	332	8.55
2015	6,104,225	2,677	351	7.63
2016	6,435,362	2,822	388	7.27
2017	6,540,476	2,869	410	7.00
2018	7,926,917	3,477	484	7.18
2019	9,084,977	3,985	554	7.19
2020	6,965,128	3,055	662	4.61
2021	6,507,365	2,854	606	4.71
2022	7,269,631	3,188	730	4.37
2023	8,014,729	3,515	775	4.54

Mileage reduction data by year.

PROJECT INNOVATION



Removing an Abandoned Road Helps Restore Critical Water Flow to the Everglades National Park

Old Tamiami Trail Removal Design | Miami-Dade County, Fla.

In 1928, the promise of progress and exploration drew adventurous travelers to the newly opened Tamiami Trail, a two-lane road stretching down Florida's west coast from Tampa to the top of the Everglades National Park, where it turned east to Miami. Once complete, it ushered drivers coast-to-coast across Florida's wilderness, throwing open the doors to tourism in South Florida.

An engineering marvel at the time, the paved path across the Everglades had immediate and long-lasting environmental consequences. It formed a barrier between a 900-square-mile conservation area and the Everglades, preventing the critical southern flow of clean water from Lake Okeechobee and disrupting the ecosystem's delicate hydrology.

Gannett Fleming designed the removal and excavation of a 5.7-mile segment of the Tamiami Trail, now abandoned and called the Old Tamiami Trail. Stripping the crumbling asphalt and road base down

to the natural topographical elevation is a component of a larger plan to reestablish the natural sheet flow of water, which will allow more than 220 billion gallons of water per year into the northern boundary of the Everglades.

We designed an extensive erosion and sedimentation control plan that set the allowable turbidity at 0 nephelometry turbidity units. The plan met Florida statutes for acceptable turbidity downstream limits and recognized the Everglades' classification as an Outstanding Florida Water and a Class III water body requiring special protection.

Gannett Fleming's design also incorporated provisions to remove and properly handle snarls of invasive vegetation to prevent the spreading of noxious seeds. Special measures added to the construction contract called for removing pythons that have plagued the Everglades and become detrimental to native wildlife, helping to restore the region's biosystem.



Mobility Improvements Enhance the New Yorker Commuting Experience

MTA New York City Transit 170 Street Station Accessibility Improvements | Bronx, N.Y.

Under the Metropolitan Transportation Agency (MTA) New York City Transit's (NYCT) initiative to enhance NYC subway station access, the 170 Street Station in the Bronx now features three elevators and two staircases, facilitating access between Jerome Avenue and the platform and improving travel for passengers, including greater accessibility for people with disabilities, seniors, adults with small children, and other travelers.

Gannett Fleming delivered architectural, engineering, and vertical transportation services for the \$38.8 million design-build project. A new ADA-compliant elevator at 170 Street and Jerome Avenue replaces a stairway, enhancing mezzanine access. Two hydraulic elevators connect the mezzanine with the platform level, while renovated and additional stairways on 170 Street improve station entry. The station's upgrades contribute to a more reliable transit system for thousands of daily customers, demonstrating the MTA's commitment to creating the most inclusive transit system possible.

Enhancements also included new security cameras, lighting, tactile strips to enhance safety, and canopy modifications to accommodate the new elevators and stairs.

Project efforts included early design for demolition, utility shifts, and stair construction to keep the station operational during upgrades. Leveraging reduced pandemic ridership, the team expedited elevator installations and stair reconstructions, finishing the project early despite a tight schedule.



Nassau County's Electric Fleet: Pioneering Zero-Emission Bus Transit

Nassau Inter-County Express Battery Electric Bus Charging Station | Garden City, N.Y.

Transdev North America currently operates Nassau Inter-County Express (NICE Bus), connecting more than 1.3 million residents in Nassau, Suffolk, and Queens County neighborhoods to local opportunities and New York City transit. With 38 fixed routes, the service is gradually transitioning from 278 compressed natural gas buses to a zero-emission fleet over the next 20 years and providing connectivity to neighborhoods historically underserved by public transportation.

In support of this strategic planning effort, Gannett Fleming is designing Nassau County's premier bus charging station in Garden City, part of the historic Mitchel Field site where Charles Lindbergh famously took flight in the "Spirit of St. Louis."

The design features a large open-air canopy covering eight zero-emission vehicle charging stations, expected to be

operational by December 2024. Additionally, mobile charging stations will support 10 more buses at an interim site to enhance fleet movement.

The project is expected to improve fleet operations, reduce respiratory contaminants and Nassau County's carbon footprint, and provide capacity for future growth.

Nassau County has already begun the conversion process by purchasing six New Flyer Xcelsior XE40 CHARGE NG™ 40-foot transit buses currently being placed into service. With the installation of four mobile electric chargers completed at the interim site and construction of six additional in-ground stations currently underway, Nassau County and NICE Bus have launched into a new era of public transit.



Revitalizing the Queen Elizabeth Way: Enhancing Resilience and Safety on Ontario's Key Corridor

Queen Elizabeth Way Highway Rehabilitation | St. Catharines, Ontario, Canada

The Queen Elizabeth Way (QEW) is a vital arterial link between Toronto and the Niagara region, extending to Buffalo, New York. This 140-kilometer highway initiates at the Peace Bridge in Fort Erie and culminates at Highway 427 in Toronto, circumventing the western shore of Lake Ontario.

Marked by heavy usage, with sections carrying up to 200,000 vehicles daily, the QEW is critical for local commuters and tourists to Niagara Falls, especially during the bustling summer months. However, the relentless flow of traffic combined with the severe Canadian winters significantly degraded the highway's infrastructure, prompting the need for comprehensive rehabilitation.

In response to these challenges, the Ministry of Transportation Ontario engaged Gannett Fleming to design and prepare contracts aimed at revitalizing roughly 7 kilometers of the QEW, spanning from Seventh Street to Niagara Street in St. Catharines.

The project enhances highway safety, resilience, and longevity through high-traffic areas and key interchanges. Among the extensive improvements are upgrades to interchange ramps, crossing roads, electrical systems for traffic management, and structural assessments.

The project incorporates an inclusive approach to transportation, stormwater management, and environmental preservation, ensuring a sustainable upgrade for one of Ontario's busiest highways.



Green Tracks Ahead: Electrifying Caltrain for a Sustainable Future

Caltrain Modernization Program | San Francisco to San Jose, Calif.

The Caltrain Modernization Program is a pivotal \$2.72 billion initiative by the Peninsula Corridor Joint Powers Board to electrify the Caltrain system, which spans 51 miles from San Francisco to San Jose.

Serving as a beacon of sustainable transformation in the Bay Area, this project aims to meet the growing ridership demand, which currently stands at 20,000 daily users, by enhancing system capacity, efficiency, and reliability through electrification.

Gannett Fleming plays a crucial role as the owner's representative, leading the electrification program management services. The transition from diesel to electric trains, powered by overhead catenary systems, promises to deliver faster, cleaner, and quieter service. This shift not only reduces greenhouse gas emissions by 176,000 metric tons of carbon dioxide annually but also significantly cuts daily traffic congestion by 619,000 vehicle miles and lowers noise pollution.

The program encompasses comprehensive upgrades, including signal and control systems, communications systems, and infrastructure modifications to accommodate high-performance electric multiple units.

These changes will enable shorter trip times, increased service frequency, and improved safety through advanced signaling systems. Additionally, the project aligns with California's high-speed rail plans, facilitating seamless travel across major cities while bolstering regional air quality and contributing to the state's emission reduction targets.



Nature-Like Fishway Bolsters the Future of Fish in the Susquehanna River

Fish Passage Design at the Adam T. Bower Memorial Dam | Sunbury, Pa.

A new nature-like fishway allows fish and other aquatic species to bypass the Adam T. Bower Memorial Dam, the world's longest inflatable dam, and continue their migratory journey, reinvigorating fish and eel populations in the Susquehanna River and boosting local tourism.

Gannett Fleming designed the 900-foot-long fishway immediately downstream of a fixed crest weir that forms the western end of the dam. The fishway consists of four resting pools and five riffles in a 36-foot-wide main channel and a 70- to 100-foot-wide floodplain area constructed of riprap and boulders to mimic a natural channel.

Restoring migratory passage to over 18,000 square miles of the Susquehanna River basin makes the fishway one of the largest nature-like fishways on the East Coast of the U.S. Its cutting-edge

design provides passage for a wide range of aquatic species, unlike historic designs that often limited passing to just the target species. While the target species are American shad, river herring, and American eel, the channel and floodplain provide a range of flow depths and velocities, allowing a diverse array of aquatic species to use the fishway.

The fishway remediates the inflatable dam's ecological impact on migratory fish by allowing aquatic species to pass the dam and continue to their historic spawning grounds in the river's headwaters, contributing to migratory fish restoration. The fishway also provides quality aquatic habitat for macroinvertebrates and wading birds and upstream and downstream movement of resident and migrating species.



Providing the Lehigh Valley with Improved Access to Health and Well-Being Resources

Capital Blue Cross Headquarters Renovation | Allentown, Pa.

The renovation of the Lehigh Valley Capital Blue Cross headquarters aimed to embody its commitment to health. The updates improved employee comfort and introduced a community health and wellness center on the ground floor.

Gannett Fleming's contributions spanned engineering, design, and support over the 39,000-square-foot, three-level complex, focusing on office space renovations, natural lighting enhancements through new windows, and a resilient power backup system for critical data infrastructure. The design emphasized health and wellness through open layouts, ample natural light, and imagery of local parks.

The project, which cost \$5.4 million, was executed in two phases. The first phase focused on interior updates and some exterior improvements. The second phase beautified the building's facade with modern materials and a welcoming glass entrance, aligning with Allentown's revitalization efforts.

Key project elements included mechanical, electrical, plumbing, structural, and safety engineering, along with detailed construction and demolition plans. The renovation supports employee well-being and offers a 1,500-square-foot health and wellness center for public use, marking a significant contribution to the community's access to wellness services and the broader regional revitalization.



Electrify by 2040: Chicago's Blueprint for a Zero-Emission Bus Fleet

Zero-Emission Fleet Planning for the Chicago Transit Authority (CTA) | Chicago, Ill.

Following the Chicago City Council's 2019 resolution for a fully electric bus fleet by 2040, Gannett Fleming embarked on the Zero-Emission Fleet Planning for the Chicago Transit Authority (CTA), a crucial initiative for the city's transition toward sustainable public transit.

Gannett Fleming's role was pivotal, involving comprehensive modeling to determine the recommended charging infrastructure needs for CTA to transition to electrification. This included assessing the needs for chargers across key CTA garages (Chicago, 103rd, 77th, and Forest Glen) and analyzing route energy demands and charging strategies to minimize peak load demands.

In addition to infrastructure modeling, Gannett Fleming updated the CTA Infrastructure Design Criteria Manual, incorporating new standards for electric bus operations. This comprehensive guide included energy management, charging infrastructure layout, maintenance specifications, and safety protocols, emphasizing fire suppression and electric bus best practices.

Collaborating with GeoDecisions, our firm's geospatial, data science, and enterprise technology division, Gannett Fleming developed advanced simulations and algorithms for efficient route analysis and electrification strategies.

The project's outcomes were significant, identifying electrical load requirements, optimizing charging strategies to alleviate peak demands, and establishing robust design criteria for the electric fleet's charging, storage, and maintenance. This initiative advances Chicago's commitment to a zero-emission future and sets a benchmark in electric public transportation planning and implementation.

ESG-RELATED SERVICES

Helping Our Clients Achieve ESG-Related Goals

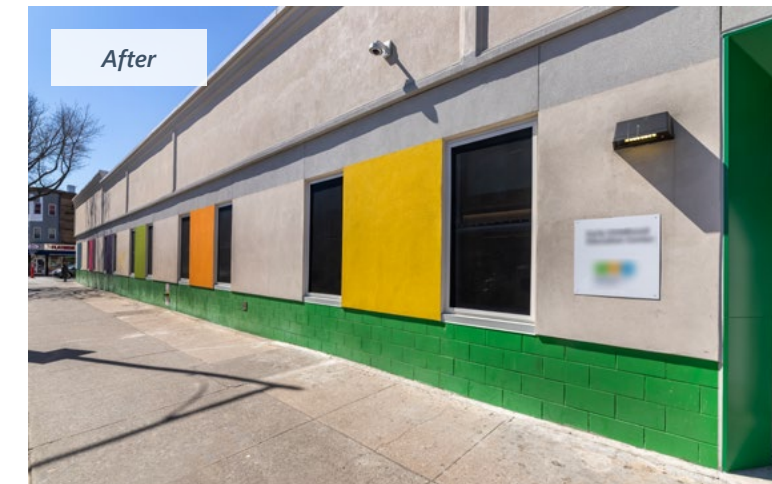
Gannett Fleming offers over 100 distinct ESG-related services. We incorporate ESG principles into our projects, considering social, environmental, and economic impacts. Our diverse expertise can be categorized across the following areas:

Risk and Resilience

Gannett Fleming offers [complete resiliency life cycle support services](#), including planning, responding, recovering, and mitigating.

Our approach to resilience goes hand-in-hand with sustainability. By protecting, improving, and strengthening systems and infrastructure, we can address emerging risks with forethought and efficiency and improve the ability of a facility, system, or organization to rebound and recover from a crisis. Examples include:

- Gannett Fleming has a cross-discipline Risk and Resilience Committee. This diverse leadership team drives growth and awareness of the tools and specialized expertise needed to support our clients as they plan for, respond to, and recover from emergencies and mitigate future incidents.
- The services we provide include capital program planning, asset and risk management, planning for climate resilience, infrastructure resilience, and security and safety of buildings, dams, power facilities, bridges, and more.
- By creating or rehabilitating resilient structures — from water and wastewater treatment plants and power substations to dams, industrial facilities, transportation systems, and historically significant landmarks — we strengthen our communities while solving client challenges.
- Incorporating solutions such as reuse and recycling of materials into the planning, design, and construction of projects to improve efficiency, extend the service life of infrastructure, and minimize impacts on the natural environment.



Above:

The exterior of the 3K Center at Flatbush Avenue before and after construction. For the New York City School Construction Authority, equitable education helps ensure every child has the same opportunities as their peers to succeed.

Energy

Sustainable and secure energy availability are focus areas for numerous staff who work with our clients on decarbonization, planning for natural and climate impacts, and assessing near-term and long-term threats to reliable power.

Our renewable and electric [energy expertise](#) includes power transmission and storage, substation engineering, electrification, and electric mobility and charging.

Assessment and Analysis

Our work in sustainability and environmental assessment and analysis spans many disciplines and draws on our expertise in data collection, GIS, analytics, regulatory reviews, and leading-edge investigations. Examples include:

- Geomorphology studies.
- Geotechnical investigations.
- National Environmental Policy Act (NEPA) assessments.
- Contaminated site analyses.
- Modeling groundwater, vibration, noise, pollutants, water and wastewater systems, and more.

Innovation, Data, and Technology

[Innovation](#) is a critical part of the Gannett Fleming culture, and we are experts at leveraging new and ever-growing data sources to support faster and more sustainable decision-making.

Our services span data collection, processing, management, governance, storage, and access for many applications.

Our data sources are wide-ranging, including:

- Aerial surveys.
- Photogrammetric mapping.
- Non-intrusive detection and sampling.
- Radar.
- Lidar.
- Digital twins.
- Massive datasets.

The team members in Gannett Fleming's data and technology division, GeoDecisions, bring science and art together to organize, integrate, and visualize information. Born from an innovative culture, GeoDecisions transforms operations by considering the entire information life cycle and uses data analytics to make clients' information work for them.

Technology is more than an investment; it's a transformational tool. GeoDecisions assimilates information to clarify and magnify insights that lead to better decisions. Our scalable approach allows clients to increase their return on technological investments by utilizing and making their current information accessible to the entire organization. This accessibility increases organizational success and solves problems more effectively than ever before.

Our annual Innovation Challenge, President's Innovation Award, and a team dedicated to ingenuity and innovation help cultivate transformative ideas across our firm that support sustainability, renewable energy, environmental justice, water quality, and ecosystem protection.

Community and Health

Communities and public health are integral to Gannett Fleming's sustainability and environmental efforts:

- Our team works with public agencies to develop emergency action plans, preparing key stakeholders for worse-case community scenarios resulting from natural or human-caused disasters and providing regular training and exercises with personnel.
- We provide comprehensive building assessments, including energy audits and indoor air quality studies, to improve indoor environmental quality and help reduce the carbon footprint. In addition, our team works to introduce technologies for cleaner air, thereby protecting our clients' health and the communities we serve.
- Improving access and equity for underserved populations, planning and designing for non-motorized mobility, and assessing the economics of mobility through the environmental lens.
- Our [water and wastewater](#) experts prioritize the optimization of existing resources, conservation, reclamation, treatment, conveyance, collection, and transmission.
- Our clients' communities are made better by our services in community planning, public involvement, recreational protection under Section 6(f) of the Land and Water Conservation Act, discharge management under Section 404 of the Clean Water Act, landscape architecture, and stakeholder engagement.



Above: Gannett Fleming team members gather in Nashville to discuss innovation and ingenuity and recognize the firm's innovation award winners.

Culture and History

Our [planners](#) provide comprehensive services surrounding cultural diversity, historical preservation, built environments, and integrated, people-centric design. Our engineers design with historical preservation in mind while modernizing structures to adhere to newer safety standards.

We offer experts in historical evaluations, historical sites and preservation, architecture, archaeology and archaeological studies, socioeconomic studies, and cultural resource protection.

Mitigation and Remediation

We help our clients mitigate future incidents by providing solutions to ensure the reliability and viability of their infrastructure. This involves designing to improve operational performance while considering the impacts of increasingly severe events caused by extreme weather, fire, and other changing dynamics.

We are experienced with erosion control, ecosystem protection, and restoration, as well as safe handling, containment, abatement, and transport of regulated materials and hazardous waste.

Policy and Compliance

We keep pace with [evolving environmental regulations](#) and provide a wide range of services for sustainability and environmental policies across many disciplines.

Our regulation expertise includes:

- NEPA.
- The U.S. Clean Water Act.
- The U.S. Resource Conservation and Recovery Act.
- U.S. Clean Air Act amendments.
- U.S. Comprehensive Environmental Response, Compensation, and Liability Act.
- Canadian Impact Assessment Act.
- Canadian Environmental Protection Act.
- Canadian Environmental Assessment Act.
- State and provincial regulations.

Our expertise extends beyond policy, implementing tools that help clients meet regulatory agency reporting requirements. Whether working within existing software structures or developing customized applications, the result is a tool that increases accuracy, saves time and resources, and automates various reporting activities.



Above:

Elizabeth Landowski, PE, classifies soils while sitting behind a sonic drill rig at Boone Dam in Tennessee.

Left:

Gannett Fleming's controls engineers and technicians provide services from an expanded 3,000-square-foot industrial control panel shop.

Environmental Sustainability Policy

Gannett Fleming, Inc. will take significant and lasting steps to minimize adverse environmental impacts and conserve natural resources in its activities, projects, and work processes. In its operations, the firm will increase recycling of supplies and materials, reduce the use of natural resources, and raise environmental awareness among its employees. In its projects, the firm will minimize energy use, respect the natural environment, reuse materials, and decrease negative impacts. Gannett Fleming and its employees will meet the needs of the present without compromising future generations.

For more information, visit www.gannettfleming.com.

