



Inspiring our people and partnering with our clients  
and communities to create a sustainable future.

Engineers | Scientists | Planners | Designers



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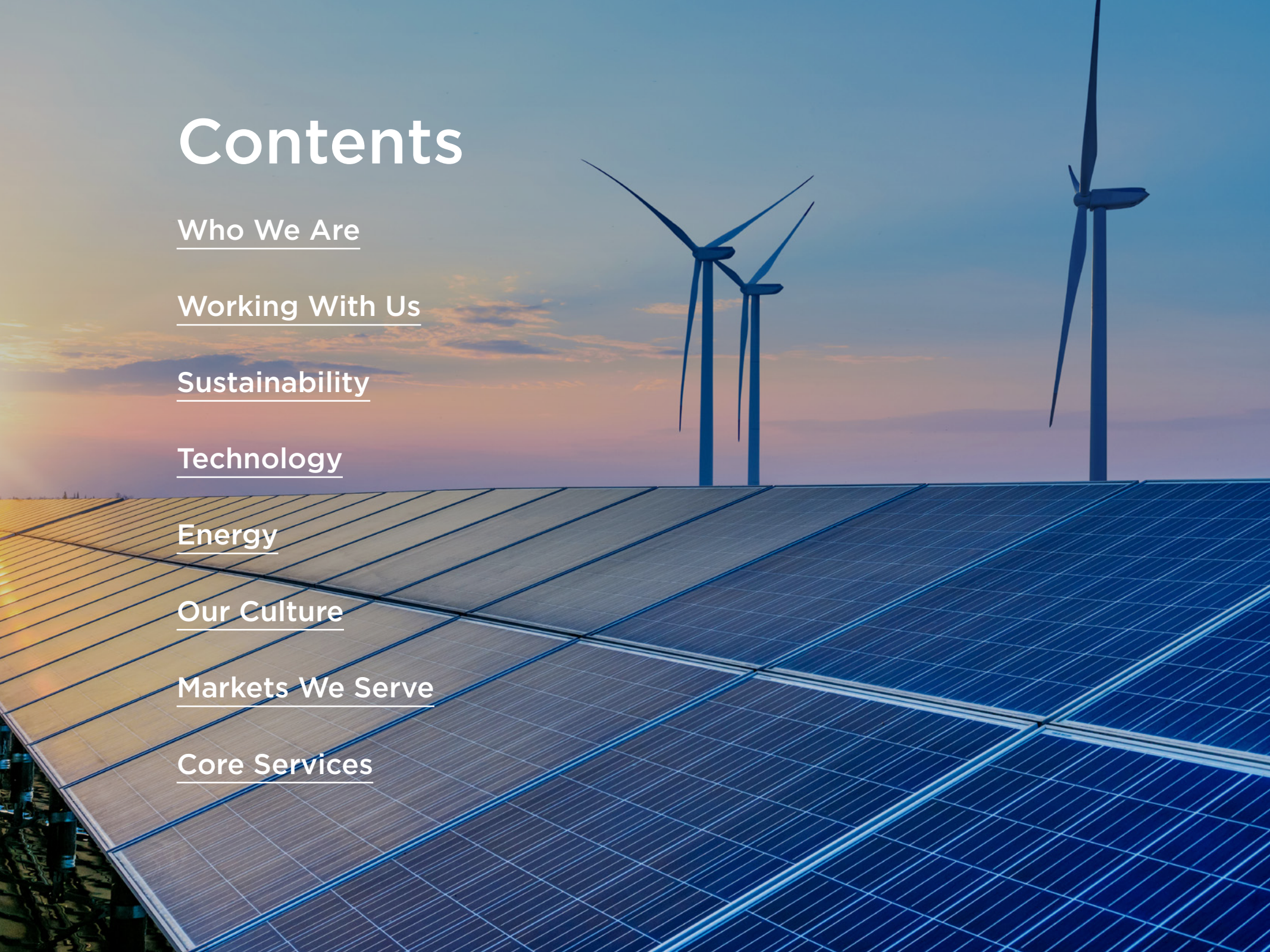
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# Who We Are

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







# 2,000+

## Passionate Professionals

including engineers, scientists,  
planners, and designers

Founded in

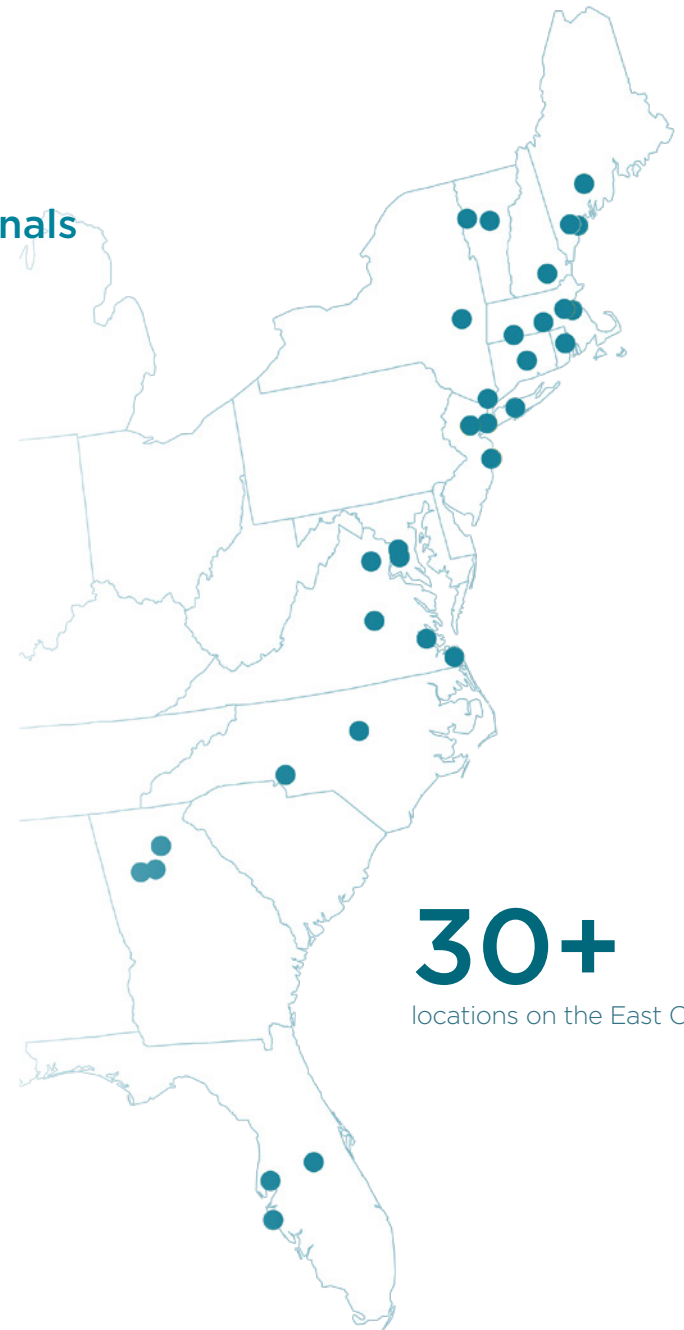
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To learn more about any of our office locations, visit [www.vhb.com/locations/](http://www.vhb.com/locations/).



# 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**  
National Director of Site  
Investigation & Remediation



**Nancy Doon, AICP**  
Environmental Service Leader  
—Northeast



**Piotr Swietuchowski, PE**  
Land Development Service Leader,  
I-64 Development Manager



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



# Leadership

## Executive Team



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



**Mike McArdle**  
Chief Development Officer,  
Vice Chairman of the Board



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



**Keri Kocur**  
Senior Vice President,  
Chief People Officer



**Eric Hartmann**  
Senior Vice President,  
Chief Financial Officer



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



**Tom Jackmin, PE, ENV SP**  
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Chief Strategic Growth Officer



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



**Greg Bosworth, PE**  
Senior Vice President,  
Chief Information Officer



**Matt Lamb, PE**  
Senior Vice President,  
Southeast Regional Manager



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



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



**Kris Dramby, CWB, PWS, CE**  
Vice President, Energy Market &  
Practice Leader



**Rob Smedberg, PE**  
Senior Vice President,  
Institutions Market Leader



**John Classe, PE**  
Senior Vice President,  
Real Estate Market Leader



**Dave Mulholland, PE**  
Senior Vice President,  
Chief Technology Officer



**Beth Freeman, CPSM**  
Vice President, Marketing &  
Business Development



**Julie Johnson**  
Vice President,  
Human Resources



**Meredith Avery, ENV SP**  
Senior Vice President,  
New England Regional Manager



**Joe Wanat, PE, PTOE, ENV SP**  
Managing Director, Metro DC



**Fabricio Ponce, PE**  
Managing Director, Atlanta



**Joe Pizzurro, PE**  
Managing Director,  
New York City



# Working With Us

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







# 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 solutions for our clients and communities.



# Sustainability

Sustainability is foundational to VHB's practice and an integral part of our approach and solutions.







# 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 [vhb.com/sustainability/](https://vhb.com/sustainability/).

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“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  
[vhb.com/equity-in-the-built-environment/](https://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.

“Innovation is the practical development and implementation of forward-thinking solutions that improve efficiency, enhance value, and embrace change.”

—Dave Mulholland, PE  
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 [vhb.com/technology/](https://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



# Energy

VHB's Energy Evolution Practice delivers comprehensive energy consultancy services and solutions to help advance the transition to a low-carbon future.







# Powering Progress. Driving Innovation.

“Today’s energy challenges require bold thinking and actions. VHB’s Energy Evolution Practice is laser-focused on delivering solutions that integrate renewable energy, resilience, and advanced infrastructure concepts and technologies.”

—Kris Dramby, CWB, PWS, CE  
Energy Market & Practice Leader

The current energy transformation is profound, with far-reaching near- and long-term impacts and opportunities for clients and communities. Sustainable and efficient energy solutions offer an opportunity to contribute to this global change and show what a cleaner, greener future looks like—from multimodal transport to renewable energy power to climate-positive buildings.

VHB is your trusted partner in navigating this evolution. Our Energy Evolution Practice offers comprehensive energy consultancy services to support the advancement of infrastructure projects and accelerate the transition towards a low-carbon future. Our multidisciplinary, energy-focused professionals offer a data-informed approach to solving complex energy and climate-related issues to help clients achieve their energy goals and meet today—and tomorrow’s—clean-energy needs.

Learn more at [vhb.com/energy-practice/](https://vhb.com/energy-practice/).





# Our Culture

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





## 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. 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 \$4.7M 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 2023, VHB raised and donated more than \$320,000 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

[vhb.com/community-social-responsibility/](https://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.

### Learning and Development

VHB is committed to individual professional development and skill building, offering opportunities to work with experienced colleagues on diverse and complex projects through learning and development opportunities. VHB's Learning & Development team offers an ongoing curriculum of in-person and online courses taught by VHB employees as well as outside industry professionals. Our Learning & Development team members partner with the International Association for Continuing Education and Training to create accredited training and courses for our employees.

### Workplace Recognition

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

**2023** Best Places to Work recognition in New York, New Hampshire, Virginia, Orlando, Florida Gulf Coast

Top Charitable Contributor in Massachusetts

ACEC-CT Diversity, Equity, Inclusion & Belonging Award

ENR Top 500 Design Firms

**2022** Best Places to Work recognition in New York City, Virginia  
Best Workplaces for Commuters in Orlando & Florida Gulf Coast  
ACEC-NY Diversity, Equity, Inclusion & Belonging Award  
ENR Top 500 Design Firms

**2021** Best Places to Work recognition in Massachusetts, Vermont, New York City, Long Island, Virginia, Orlando, Tampa  
Best Workplaces for Commuters in Orlando & Florida Gulf Coast  
ENR Top 500 Design Firms

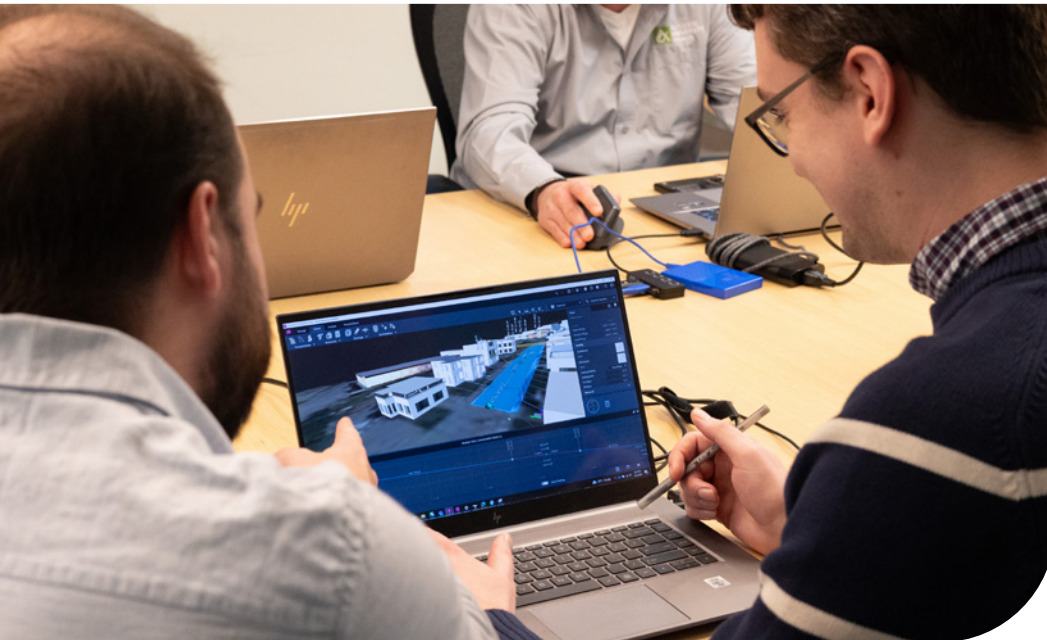
Learn more at [vhb.com/best-place-to-work/](https://vhb.com/best-place-to-work/).





“We’re intentional in all that we do to foster a diverse, equitable, and inclusive culture and workplace. We strive to make VHB’s environment one in which people of all backgrounds feel welcome and have the opportunity to grow—*personally and professionally.*”

—Keri Kocur  
Chief People Officer



## Diversity, Equity, Inclusion, & Belonging

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.

## DEIB Steering Committee

VHB’s DEIB Steering Committee (DEIBSC) was established to further advance VHB’s strategic focus on DEIB, 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 DEIBSC is responsible for helping to establish VHB’s long-term DEIB vision, goals, and annual initiatives; reviewing and providing input on actionable DEIB 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.

**DiversityJobs Partnership.** VHB partners with DiversityJobs to post job opportunities on their website, increasing visibility with potential candidates in alignment with our goal of advancing VHB’s diverse culture. Additionally, we’re collaborating with historically Black colleges and universities (HBCUs) to build relationships and attract students and alumni.

**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 first hand what careers might look like for their students and help enliven their STEM teaching.

Learn more at [vhb.com/people/diversity-equity-inclusion/](https://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/](https://vhb.com/transportation-agencies/).

## SUB-MARKETS

Aviation

Port Authorities

Transit & Rail

State DOTs



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



**MTA Program Management & Design**  
Services Contract, New York, NY



**South Coast Rail**  
Southeastern, MA



# 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 through our integrated approach and a seasoned team.

Learn more at [vhb.com/real-estate/](https://vhb.com/real-estate/).

## SUB-MARKETS

- 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/](https://vhb.com/institutions/).

## SUB-MARKETS

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/](https://vhb.com/energy/).

## SUB-MARKETS

Electric & Gas

Renewables

Telecommunications



**Pollinator-Friendly Solar Industry Program,  
Nationwide**



**Revolution Wind Farm  
Rhode Island**



**H&SB Electric Transmission Line Rebuild  
New York**



# 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/](https://vhb.com/federal-government/).

## SUB-MARKETS

Federal Lands Management

Federal Transportation Agencies

Federal Facilities



**Mammoth Cave Visitor Trails**  
Mammoth Cave, KY



**Long Bridge**  
Washington, DC



**World War I Memorial**  
Washington, DC



# 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/](https://vhb.com/state-local-governments/).

## SUB-MARKETS

- Smart Communities
- Healthy Communities
- Public Meetings
- Asset Management
- Funding
- Planning + Design
- Transportation Services
- Resiliency Planning
- Structures



**Orange County Mobility Hub & EV Feasibility Study**  
Orlando, FL

© Orange County Government



**Greater East Midtown Rezoning EIS**  
New York, NY



**Mill City Whitewater Park**  
Franklin, NH



# Core Services

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



# Transportation Planning & Engineering

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/](https://vhb.com/transportation-planning-and-engineering/).

## RELATED SERVICES

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



**Kelley Square,  
Worcester, MA**



**I-77 and Gilead Road Diverging Diamond  
Interchange Mecklenburg County, NC**



**I-293 Exits 6 and 7 Improvements  
Manchester, NH**



# Land Development

VHB works with developers, institutions, state, local and federal agencies, and economic development agencies to create great places and valuable assets. We plan and design quality environments that attract end users, tenants, and investment capital. VHB understands the development process and critical steps to meet owners' timelines. From conceptual design and due diligence to the first day of construction, we know what it takes to get open for business.

VHB has the technical excellence to predict the amount of development yield and capacity for a site. We study alternatives, anticipate challenges, identify mitigation costs, and create site plans with realistic schedules that provide our clients with the flexibility to meet dynamic programs and development schedules. When our clients understand the development yield and timeframe for opening, they can make sound investment decisions.

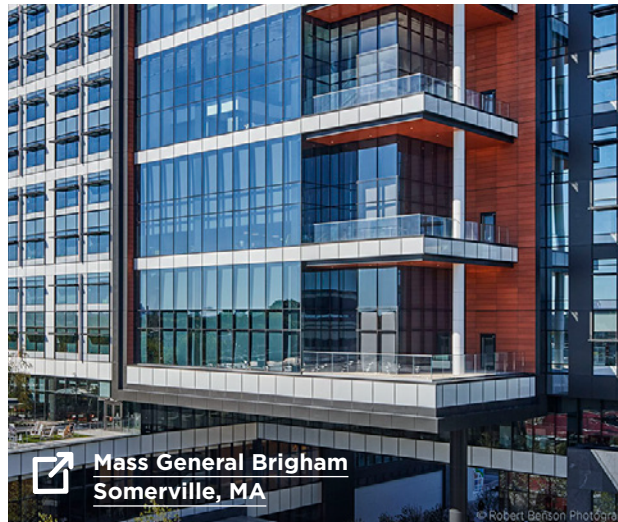
Learn more at [vhb.com/land-development/](https://vhb.com/land-development/).

## RELATED SERVICES

Land Engineering

Geomatics

Permitting





# Environmental

VHB aspires for a sustainable world in all that we do. 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/](https://vhb.com/environmental-services/).

## RELATED SERVICES

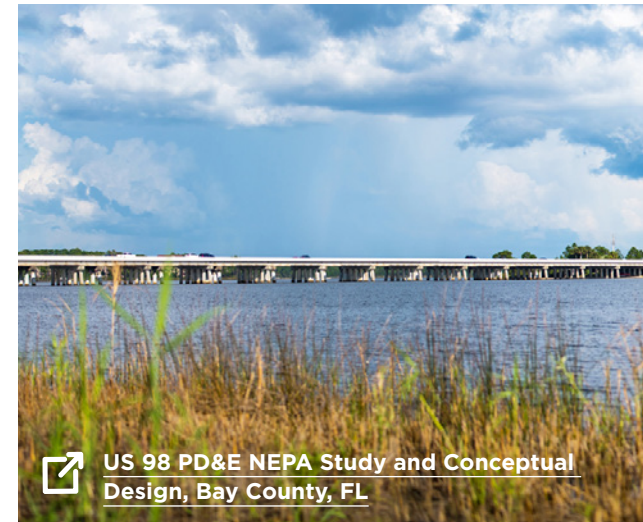
- Air Quality
- Archaeology
- Environmental Planning
- Natural Sciences
- Noise & Vibration
- Preservation Planning
- Site Investigation & Remediation
- Sustainability
- Water Resources
- Cultural Resources Surveys & Assessment



**Exeter Great Dam Removal and River Restoration**  
**Exeter, NH**



**Patchogue Shorefront Park**  
**Patchogue, NY**



**US 98 PD&E NEPA Study and Conceptual Design, Bay County, FL**



# Planning and 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/](https://vhb.com/planning-and-design/).

## RELATED SERVICES

Community Planning

Landscape Architecture

Urban Design



**Rose Kennedy Greenway**  
Boston, MA



**Creative Village & Luminary Green Park**  
Orlando, FL



**Pennsylvania Avenue West Streetscape**  
Washington, DC



# Technology

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 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/](https://vhb.com/technology-solutions/).

## RELATED SERVICES

Application Development

Data Management & Analytics

Design Technology

GIS

System Architecture



Orlando Future-Ready City Master Plan  
Orlando, FL



Intersect  
Nationwide



DC Smart Street Lighting  
Washington, DC



# Sustainability

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

Sustainability is critically important to our role in the AEC industry—and to the infrastructure solutions we provide. It requires analysis and work across industries, infrastructure, and stakeholders. VHB continuously collaborates with our clients to deliver complex, transformational projects that reimagine the built environment.

Learn more at [vhb.com/sustainability/](https://vhb.com/sustainability/).

## RELATED SERVICES

Carbon Reduction/Clean Energy

Roadmaps

Climate Action Plans

Social Equity and Environmental Justice

Sustainability Master Plans







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