



Harris & Associates



## ABOUT HARRIS

We build equitable, resilient, and sustainable communities.

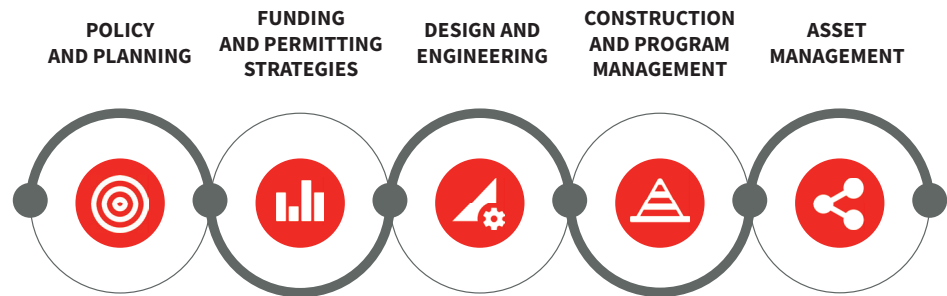
Since 1974, clients have trusted us to provide end-to-end value, from sustainable and resilient planning solutions to innovative design and construction.

# About Us

Harris is a 100% employee-owned company focused on helping communities solve today’s complex challenges in planning, funding, environmental compliance, civil engineering, and construction management. Our offices and project sites span the West Coast in California and Washington with a staff of over 200 employee owners.

## The Harris Way

Today’s challenges in planning and infrastructure are the most complex they have ever been. From sustainable and resilient planning solutions to innovative design and construction to the long-term management of public resources, Harris & Associates takes an interdisciplinary approach to solve these challenges and provide extraordinary value throughout the project life cycle.



Harris & Associates delivers for clients throughout the entire project lifecycle.

## Our Purpose

Our Purpose is to build equitable, resilient, and sustainable communities.

## Our Vision

Our Vision is to align in passion, purpose, and values with our stakeholders and be trusted advisors to community leaders.

# 100% Employee Owned

Harris & Associates has been a 100% employee stock ownership plan (ESOP) corporation since 2012. The ESOP is designed to build long-term wealth for our employee owners who receive additional money on top of the salaries contributed by Harris.

Being a 100% ESOP allows us to control our own destiny as employee owners, be committed to the firm’s shared success, and lay the foundation for a financially sound future.

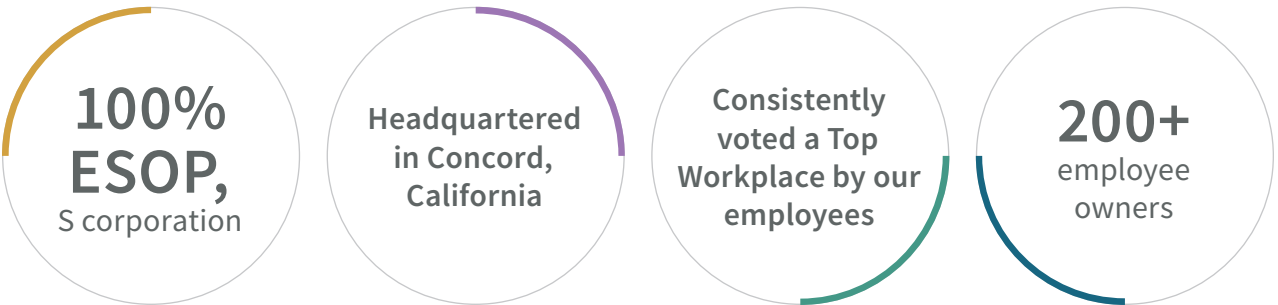


## Markets

Our award-winning team has gained an unparalleled reputation for successfully delivering projects large and small in four core markets.

Education	Municipal
Transportation	Water

## Quick Facts



# Our Shared Values

Harris is committed to living and working by our shared values. They guide everything we do and reflect our corporation’s character. They form the foundation of strong relationships and the pillars of all communications, between clients and employees alike. They enable us to maintain exceptional teams who deliver at the highest level. Explore our shared values below:

### Develop and Exhibit Trust

- Honor commitments.
- Be courageous and honest.
- Take thoughtful risks.
- Be mindful of others’ needs.

### Work Smarter, Together

- Seek to elicit, understand, and include diverse perspectives to achieve goals.
- Act in the best interests of the greater good.

### Invest in Our People

- Continually foster a culture of learning for personal and professional growth.
- Perpetually expand the breadth and depth of our collective expertise and capabilities.

### Think and Act Inclusively

- Treat everyone fairly.
- Respect and embrace differences.
- Lead with empathy.
- Create a sense of belonging.
- Be open to change.
- Promote equal access and opportunity for all.

### Model the Harris Way

- Model the Harris Way—every day.
- Continuously improve our organization.

## Industry Leaders

Harris & Associates ranks in *Engineering News-Record's* Top 100 Construction Management Firms and is one of the Top 50 Design Firms in *Trenchless Technology*.



San Francisco Chronicle

The San Diego  
Union-Tribune

THE ORANGE COUNTY  
REGISTER

## Award-Winning Workplace

Harris & Associates has been honored with Top Workplace honors by the San Francisco Chronicle, the San Diego Union Tribune, and the Orange County Register.

925.827.4900

[www.WeAreHarris.com](http://www.WeAreHarris.com)

Harris partners with public agencies to enhance their communities.