



Alabama Department of Public Health -
State Public Health Laboratory
Montgomery, AL



Meet
Steve Olson

Steve has more than 40 years of experience in the construction industry, including serving as a president and chief operating officer at another firm, proving his leadership, operational, and technical skills.

In 2022, Steve returned to Robins & Morton to lead the growth of our CPM team with the support of the Government Services division. Steve and his team work primarily with public entities and institutions, such as the Alabama Community College System, to guide them through capital construction projects. The division also selectively pursues MATOC/IDIQ and Tribal work. Under his leadership, our CPM work has increased by more than \$350 million in sales since 2022, and the team continues to secure work successfully.

Steve earned a Bachelor of Science in Civil Engineering from Bradley University, and he's a certified construction manager and professional engineer. His technical skill and ability to connect with teams and clients drive successful outcomes.

Our History with CPM

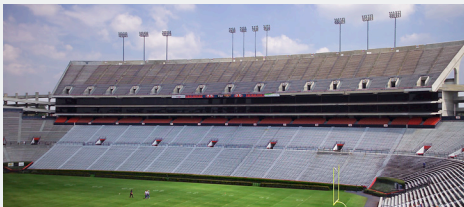
While the formalization of our CPM division is new, our CPM services are not. In fact, we've been doing this for more than 30 years, working with the Alabama Department of Public Health, FedEx, the City of Opelika, and other clients.

In the past three years, we've seen significant growth and greater demand for these services in sectors such as higher education and local government. Through extensive market research and a strategic planning process, we gained valuable insight and developed the proper tools to formalize the division and continue our CPM expansion.

Introducing our
Construction Program
Management Division

In March 2025, we announced the formation of a new division. Although we've offered program management services for decades, growing demand spurred our team to formalize a new Construction Program Management (CPM) division, led by Construction Program Management Division Manager Steve Olson.

CURRENT WORK



THE AUBURN UNIVERSITY NORTH
END ZONE PROJECT

In February, the Auburn Board of Trustees approved Robins & Morton as the construction manager for the Jordan-Hare Stadium north end zone multi-use facility project. The addition will combine premium seating, concessions, and stadium support facilities, along with versatile conference event spaces, retail venues, student activity spaces, meeting rooms, and future shell space.



CITY OF HELENA HILLSBORO
SPORTS AND LEISURE COMPLEX

The Hillsboro Sports Complex project in Helena, Alabama — 30 minutes south of Birmingham — is a part of the Helena Forward initiative from the City of Helena. This 90-acre complex, located near the city's middle and high schools, will include 16 tennis courts, six baseball fields, two multipurpose fields, a disc golf course, a playground, a splash pad, and nature trails.



UAB SCHOOL OF DENTISTRY NORTH
ALABAMA RURAL DENTAL CLINIC

Planned for completion in 2026, the UAB School of Dentistry North Alabama Rural Dental Clinic will be a satellite clinic in Decatur, Alabama. Located at Decatur Morgan Hospital's Parkway Campus, the clinic will help address a dental health provider shortage in the north Alabama area, providing preventative, restorative, and emergency dental care. It will include state-of-the-art technology and be staffed by UAB School of Dentistry faculty, along with residents and dental students.

“I’m thankful to have a great team from Operations, Preconstruction, and Marketing to grow our CPM division,” Steve said. “As a team, we bring a builder’s mindset and apply Building Forward® best practices to add greater value for our clients — and we’re having lots of fun doing it.”

What’s Next

Using our Building Forward® approach as a guide, our CPM division will work collaboratively to best serve our clients at every stage of design and construction. We'll bring this differentiator to many more CPM projects in the future, including several that our team has won recently.

Expanding our CPM work allows us to continue making a lasting, positive impact on our communities and providing more opportunities to support our clients however they need us most. Additionally, it will provide even more skill growth and potential career paths for our team members.

With a talented team and a fresh direction, our new Construction Program Management division is poised for growth and success.

From the Chairman and CEO
Bill Morton



Our sales goal this year is \$2.6 billion. This is our highest goal ever but one we feel is attainable. We are seeing significant movement on a number of projects that have been under development for some time. In addition, some projects well along in the planning stage are talking about increasing their scope and size. Overall, the current atmosphere is one of growth and opportunity.

We entered the year with a strong backlog of \$3.0 billion. With this backlog and assuming we achieve our sales goal, it looks like we should be able to achieve our revenue goal of \$2.4 billion.

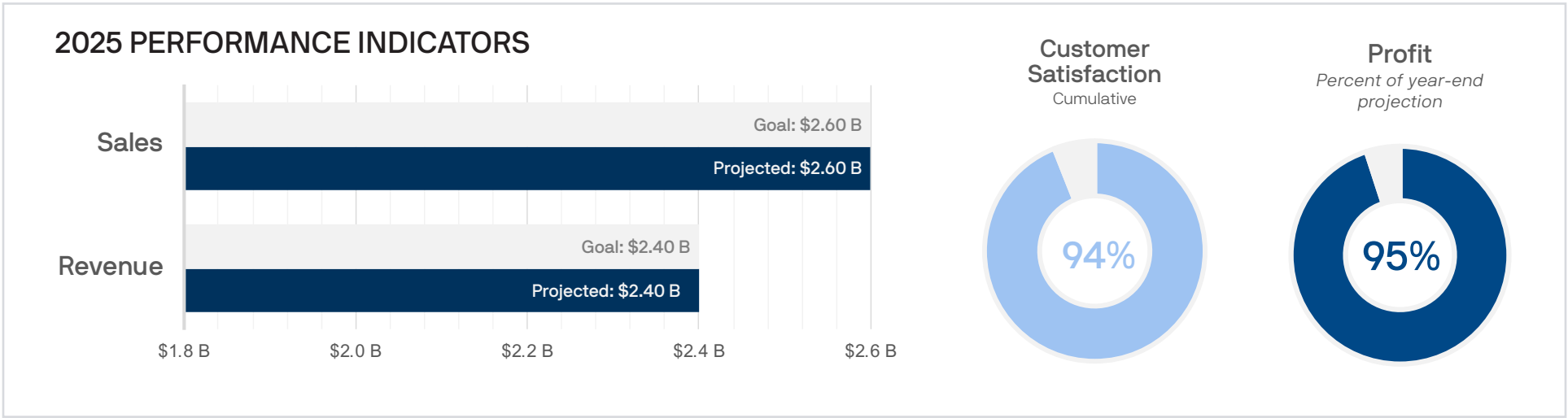
Last year, we reintroduced the Robins & Morton Way class. Led by our senior team members, the program offers valuable insights into the entire project life cycle—from sales pursuit to closeout. The feedback has been overwhelmingly positive, and we encourage both our new team members and those seeking a refresher to enroll in a session.

As you know, we just held our second annual Innovation Awards session recognizing innovators from across the company. Congratulations to all participants and especially winners Superintendent Adam Gurley and Senior Superintendent Dustin Ranger at Vanderbilt University Medical Center. The ideas and innovations offered by everyone are key to leading the way in improving our operations. They also set us apart in demonstrating to our clients our commitment to continuous improvement.

We just published our fifth edition of *The State of Healthcare Construction*. We have received a great deal of positive feedback from our clients and friends who have received it. I encourage everyone to read it and recommend it to your contacts.

The ongoing growth and success of our company are rewarding in many ways. First, it provides the foundation for long and prosperous careers. Secondly, it fosters a workplace environment that feels like family, built on the strong relationships among our team. Finally, it gives us the privilege to work with some of the finest clients in our industry.

All of this is possible because of your dedication, hard work, and commitment to delivering the highest level of client satisfaction. Thank you for your continued efforts in driving our success. ■





ABC Awards

Six projects were recognized by Associated Builders and Contractors during annual chapter Excellence in Construction Awards galas.

Congratulations to our teams for the following honors →

FLORIDA EAST COAST CHAPTER



Jupiter Medical Center Johnny and Terry Gray Surgical Institute: Eagle Award and Most Innovative Use of Technology

CENTRAL FLORIDA AND ALABAMA CHAPTERS



AdventHealth Palm Coast Parkway: First Place Obelisk Award

NORTH ALABAMA CHAPTER



Redstone Gateway 300: Eagle Award and Project of the Year

SOUTH TEXAS CHAPTER



St. Luke's Baptist Hospital: Eagle Award



Innova Primary Care Freedom Medical Office Building: First Place Obelisk Award

GREATER TENNESSEE CHAPTER



HCA TriStar Summit Medical Center Lebanon Surgery Center: Eagle Award

CONGRATULATIONS TO OUR 2024 Innovators of the Year

Our second annual Innovation Awards, held on February 27, celebrated innovators from across the company with an exciting virtual event hosted by Innovation Lab Manager Steve Moore and Senior Vice President Mike Thompson. After the eight contenders showcased their innovations, more than 300 team members cast live votes to determine the 2024 Innovator of the Year.

MudPlugs

a ROBINS & MORTON innovation



Adam Gurley Superintendent



Dustin Ranger Senior Superintendent

With 89 votes, **MudPlugs** was the first-place innovation. Brought to our Innovation Lab by Superintendent Adam Gurley and Senior Superintendent Dustin Ranger, **MudPlugs** are reusable plaster ring covers designed to protect electrical devices and receptacles installed before drywall and finishing. By preventing drywall mud and paint from entering electrical boxes, **MudPlugs** protect fully terminated devices and ensure a clean, precise finish.

Congratulations to all the contenders who competed in this year's Innovation Awards, and thank you to everyone who joined. We'll see you next year!

From the President and COO Robin Savage



We recently had a very nice groundbreaking ceremony on a greenfield children's hospital for a new client. Groundbreaking ceremonies are always festive, positive, and come with a certain energy, particularly for new healthcare facilities, but there is something special about building a children's hospital. Maybe

it's because they are dedicated to the young and "little members" of our society, and it just seems like the synergy of the management and staff for these facilities reflects a special purpose — saving the lives of children. That synergy quickly spreads to the delivery team, including designers, construction companies, and all of the support people it takes to produce these special facilities. It brought to mind how important the people side of our business has become, and how critical building relationships is to the success of our projects.

What is the value of a relationship? In one short term, you could say it is immeasurable. While we often talk about relationships relative to sales, they are also extremely important in producing our work and solving conflicts and problems. One of our senior managers recently wrote a white paper on the value of developing relationships and its importance in selling work. To summarize: Building a relationship is somewhat like climbing a mountain. It is solidified one step at a time; there are ups and downs, but if you keep climbing, you will eventually get to the top. There is an old saying that most of us have heard: "People do business with people they like." A close relative once told me that when I was a teenager. I didn't appreciate the truth of that message at the time, but it should be a guiding principle for all of us as managers.

Nothing is more important than the relationships we build.

How do we effectively build relationships with the people around us? There is no set formula for this, but it starts by connecting with sincerity and honesty and just being congenial. People generally "light up" when we mention a subject that is personally important to them, and it establishes a common interest between you. Whether it is a client, design partner, or trade partner, making a personal connection is important. It is also critical to offer professional knowledge and expertise that brings value to each other. As time goes by, there are opportunities to tackle issues together and trust begins to build. It is at that trust level that relationships are established, providing the foundation for selling work and solving professional issues. As the relationship becomes stronger, it becomes less likely that we will have an impasse. Problems will be solved with some give-and-take founded in the strength of that relationship. A good relationship builds tolerance and empathy for each other. The lack of a relationship often breeds a one-sided view of things.

Our world of construction is filled with activity and management solutions: Building Forward®, training, policies, and meetings. Obviously, we need all of this to be successful, but nothing is more important than the relationships we build. Working together as a true team with a personal relationship will facilitate solutions far beyond what can be accomplished with management tools alone. Let's face it: There will always be conflicts and challenges as long as we build buildings. When the ox gets in the ditch, it's how we pull it out that makes us successful. Having a personal relationship is critical to making that happen.

What is the value of a relationship? It is actually priceless and exceeds the value of all other aspects of our business. As a path to success, it is in a class of its own. It is the never-ending side of our business that focuses on people and allows us to solve issues, sell work, and grow continuously. From time to time, we need to stop and think about the value of the people around us and make the conscious effort of building relationships an everyday habit. Thanks to everyone for making us the caring and personal company we are. ■



SAFETY AWARD
National Association of Minority Contractors
In October, our Dallas team was honored to receive the Safety Award at the National Association of Minority Contractors – Dallas-Fort Worth Chapter's Annual Golden Shovel Awards.



LARGE COMPANY OF THE YEAR FINALIST
Business Alabama Magazine
In February, we were recognized as a finalist for Large Company of the Year in the 2025 Business Alabama Awards.



CENTRAL FLORIDA'S MOST PHILANTHROPIC COMPANIES
Orlando Business Journal
We were honored to be ranked seventh among Central Florida's Most Philanthropic Companies as listed by the Orlando Business Journal.



BEST PLACES TO WORK
South Florida Business Journal
We ranked second among South Florida Business Journal's 2025 Best Places to Work in the Large Companies category.

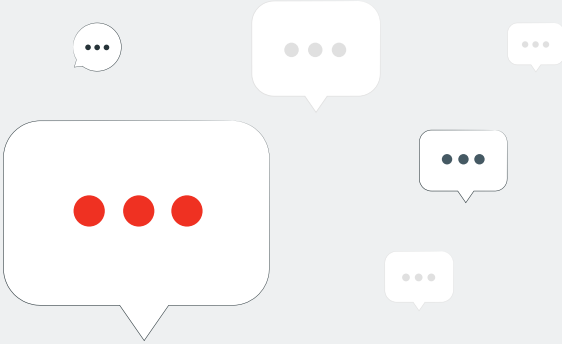
Now Available: 2025 State of Healthcare Construction Report



This year's edition includes valuable insights into the industry's most pressing questions, such as:

- What challenges are healthcare systems facing when securing capital and making financial decisions for construction projects?
- How should sustainable building practices be approached? What barriers exist, and how can healthcare systems justify the upfront costs?
- What trends in healthcare design will have a lasting impact on patient and staff satisfaction in 2025 and beyond?
- How is the Internet of Things changing the approach to adding new services to buildings? What protocols or design strategies are experts implementing to safeguard patient data?

Read the report to learn how healthcare leaders, consultants, architects, and Robins & Morton's construction experts are responding to these challenges and paving the way for future success.



SHARING OUR EXPERTISE
AND ENTHUSIASM

STUDENT ATHLETES IN THE
WORKPLACE PANEL
DISCUSSION



Texas A&M University, geared toward student athlete success in the workplace.

UNIVERSITY OF FLORIDA RINKER
WOMEN CONSTRUCTION
NETWORK'S SECOND
ANNUAL SUMMIT



At the end of January, Director of Building Forward® and Lean Practices Jennifer Lacy served as the keynote speaker at the University of Florida Rinker Women Construction Network's Second Annual Summit. Talent Acquisition Specialist Kaitlin Gonias also joined a panel at the summit to provide insights into her role and experiences.

ADVANCING CONSTRUCTION
OPERATIONAL EXCELLENCE



At the beginning of March, three of our team members — Director of Building Forward® and Lean Practices Jennifer Lacy, Superintendent Nick Jackson, and Division Safety Director TJ Fernandez — spoke at the Advancing Construction Operational Excellence conference, providing insight on how to build a people-centric culture where team members feel valued and engaged.

ASSOCIATED BUILDERS AND
CONTRACTORS NATIONAL
CONVENTION



This February, Director of Corporate and Operational Technology David Pratt joined Daniel Ivanhoe of McCarthy and Rohan Jowali of Joist.ai for a panel discussion on turning data insights into construction success at the 2025 Associated Builders and Contractors Convention in Las Vegas.



Interested in or planning on speaking at an event? Make sure to fill out the Conference/Speaking Engagement Request Form in policy AMC-030.5, External Speaking and Presentation Guidelines. *Scan the QR code here to access the form.*

Giving With
Purpose

Post your Giving With Purpose activities on Viva Engage (formerly Yammer) using the hashtag #GWP.



In October, our Nashville office joined Vanderbilt University Medical Center and raised more than \$6,300 for heart health at the American Heart Association Greater Nashville Heart Walk, an event we've been a part of for more than a decade.



In the winter, our team participated in the San Antonio Heart & Stroke Walk, which welcomed more than 3,500 participants and raised more than \$700,000.



During the Thanksgiving season, our Birmingham team spent time at the Community Food Bank of Central Alabama and packed 525 holiday boxes for neighbors facing hunger.



Our San Antonio team supported the first Run the Mission: Race to End Tuberculosis 5K, which brought the community together to raise funds for the Texas Center for Infectious Disease.



During the holiday season, our Huntsville team supported Enable Madison County, helping assemble prefabricated components that will be installed in homes to provide greater accessibility for residents.



Our Dallas team members and their loved ones participated in Wreaths Across America during the holiday season, honoring veterans by laying remembrance wreaths on the graves of our country's fallen heroes.



Our AdventHealth Meadow Pointe project team joined our Virtual Design and Construction team to inspire some young minds as part of The Great American Teach-In initiative, sharing with five elementary school classes how we use technology to build state-of-the-art medical facilities for our communities.



Our AdventHealth Meadow Pointe project team joined our Virtual Design and Construction team to inspire some young minds as part of The Great American Teach-In initiative, sharing with five elementary school classes how we use technology to build state-of-the-art medical facilities for our communities.



Welcoming nearly 60 high school students from across the Greater Birmingham area, our Samford University project team hosted the ACE Mentor Program of Alabama for a jobsite tour in Homewood.



In the winter, our Okaloosa Gas District project team members enhanced The Equestrian Center in Fort Walton Beach, Florida, pouring a much-needed slab for the center's class and office area with concrete materials donated by our trade contractor partner Fort Walton Concrete.



Earlier in the year, our Veterans Network donated \$2,700 to K9s For Warriors, the nation's largest provider of trained service dogs to military veterans.



Our Florida team participated in the Joe DiMaggio 31st Annual Conine All-Star Golf Classic, the longest-running charity golf event in Florida, which benefited Joe DiMaggio Children's Hospital's Conine Clubhouse.



Campus & Talent Acquisition Manager Caitlin Shiflett, Project Engineer Jazmine Chambers, and Superintendent Roland Dorsey, participated in the Auburn University Center for Inspiring Engineering Excellence sixth annual Industry Super Bowl. As a corporate sponsor, our team worked with students in real-world scenarios and competed for prizes based on their presentations. This year, our team took third place.



Scan the QR code to learn more about Giving With Purpose

Giving With Purpose
Mission Statement

To help children thrive and strengthen communities in which we live and work.

GROWING OUR TEAM

13 NEW
HIRES

Featuring new hires and service anniversaries from mid-October 2024 through February 2025

RANDY BENNETT	.....	Superintendent	.....	Embassy Suites Hotel
MATT HUDSON	.....	Project Manager	.....	Huntsville Airport
LIBERTY BEECHER ^V	.....	Project Engineer	.....	San Antonio Office
KHALIL BAUGH	.....	Field Engineer	.....	Huntsville Hospital
TATUM BENEFIELD*	.....	Field Engineer	.....	Charlotte Office
ANTOINE PARNELL	.....	Field Engineer	.....	Huntsville Airport
JACKSON ROGERS	.....	Field Engineer	.....	Vanderbilt University Medical Center
JOHN MICHAEL STONE	.....	Construction Coordinator	.....	Brookwood Baptist Medical Center
RYAN WILLIAMS*	.....	Construction Coordinator	.....	Carilion Roanoke Memorial Hospital
ALEXIA HUGHES*	.....	Field Office Assistant	.....	Northwest Shoals Community College
ALLISON MATHEWS*	.....	Graphic Designer Specialist	.....	Birmingham Office
WADE JONES	.....	Staff Accountant	.....	Birmingham Office
AMBER SHARP	.....	Staff Accountant	.....	Birmingham Office

*Asterisks designate hires made from the Employee Referral Program.

PROMOTIONS

DIVISION SUPERINTENDENT Rick Fisher	ASSISTANT SUPERINTENDENT Nathan Atkinson Dan Boggs Michael Carrieri Matt Doyle Jose Farias Christopher Johnson Brett Keeler Jaime Nevarez Kyle Reichart Cole Sanders Antonio Torres Trey Williams	ASSISTANT PROJECT MANAGER Sterling Clayton Isaac Garcia Haleigh Robinson	SENIOR PRECONSTRUCTION MANAGER Bob Legler	SAFETY & WORKERS' COMPENSATION SPECIALIST Kalyn Hendzel
SENIOR MEP SUPERINTENDENT Mark Lerma			PRECONSTRUCTION MANAGER Adrian Hernandez Jeff Hill Drew Jackson	EMPLOYEE RELATIONS MANAGER Colee Britton
SUPERINTENDENT Travis Eubanks Anthony Lamb Jeff Morrisette Roger Sullivan		MEP COORDINATOR Jesus Vasquez		CAREER DEVELOPMENT SPECIALIST Sammey Gorham
MEP SUPERINTENDENT David Banuelos		PROJECT ENGINEER Muneeb Ahmad Ghazi Al-Bakri Leroy Campbell V Collin Fall Heath Greenlee Logan Hatten Hamilton Hodges Courtlan Kelow Jason Kunath Alberto Miguel Andres Maggie Newell Christopher Perez Max Pfeifer James Smith Jeff Stout Grant Johnson	ASSISTANT PRECONSTRUCTION ESTIMATOR Trae Messer	HR SPECIALIST Hillary Sturkie
CONCRETE SUPERINTENDENT Jose Lanuza Neal Pearson	CONCRETE ASSISTANT SUPERINTENDENT Dellon Aderhold Connor Campbell		DIVISION SAFETY DIRECTOR Kevin Osani	CAMPUS & TALENT ACQUISITION MANAGER Caitlin Shiflett
FIELD SUPERINTENDENT Arturo Chavez Tommy Crowe Jacob Gehringer Drew Hall Shane Hansen Andy Kleinsteuber Jeffrey Lepore Donald Ritter Rafael Sanchez-Breton David Vasquez Samuel Veloz Javier Zamora	SENIOR PROJECT MANAGER Tim Busby Peyton Gambrell Adam Ozier Todd Smitherman	FIELD ENGINEER Andrew Porter Trent Price	REGIONAL VDC MANAGER Raney Sledge	MARKETING COORDINATOR Skylar Dickson
	PROJECT MANAGER Derik Lugo Ethan Prow V		VDC COORDINATOR Melissa Leo	RELOCATION MANAGER Stephanie Chandler

V Robins & Morton military veterans

VETERANS NETWORK

If you are a veteran and would like to voluntarily provide your veteran status for our records, please contact Hillary Sturkie for more information.

Porter and Garrett lead local NAWIC chapters



Two of our team members have recently stepped into leadership roles in their local National Association of Women in Construction chapters. Assistant Project Manager Katie Porter, who previously served as vice president of the Greater Palm Beach chapter, is now the chapter's president. Corporate Accounting Manager Melinda Garrett, who was also recognized as the recipient of the NAWIC Executive Spotlight Award, is serving as the vice president of the Greater Birmingham chapter. Both Katie and Melinda have shown leadership and excellence in their careers, proving to be guides for future leaders.

Peavy receives two distinctions



At the end of last year, our Miami—Fort Lauderdale Office Leader and Operations Manager Johnathan Peavy was named among the South Florida Business and Wealth Magazine Apogee Awards winners. The program recognizes distinguished leaders dedicated to their industries and communities. In addition, Johnathan was named to the South Florida Business Journal's Power Leaders 250.

DeBernardi takes on Hard Hats with Heart leadership role



For more than 10 years, Marketing Manager Alex DeBernardi has supported and volunteered with the American Heart Association, and now, she's becoming even more involved by serving on the 2025 Hard Hats with Heart Leadership team.



Scan the QR code to learn more about Hard Hats with Heart and Alex's commitment to its mission.

Executive and Director Promotions



Jennifer Lacy Director of Building Forward® and Lean Practices

Jennifer Lacy became our first Building Forward® Lean Practice Leader in 2019, and this year, she's been promoted to Director of Building Forward® and Lean Practices. Jennifer has been part of the Robins & Morton team since 2003, and after years of focusing on business development and sales strategy, she shifted her focus to advancing our Building Forward® approach, deepening her understanding of our business practices and shaping our approach to Lean operations. In addition to her role at Robins & Morton, she contributes her expertise to several industry organizations, including the National Association of Minority Contractors, the Lean Construction Institute, and several others.



Patrick Barrett Project Director

Patrick Barrett joined the Robins & Morton team in 2006 after graduating from Auburn University with a bachelor's degree in building science. In his 19-year career, Patrick has directly contributed to the success of commercial, educational, government, and healthcare projects totaling more than \$1.2 billion. Patrick is based out of the Nashville office, and he has supported projects across the South, including in Florida, New Mexico, Texas, and his home state of Tennessee.



Jesse Golden Project Director

Jesse Golden began his career with the Robins & Morton team 18 years ago. Based in our Birmingham office, Jesse supports our Special Projects division and has led project management and business development for clients such as LifePoint Health, SCA, and Morrison Healthcare. He has extensive experience with both healthcare and commercial projects, totaling more than \$220 million. Jesse's clients appreciate his genuine, hard-working nature and the great care he takes to ensure each project is successful.



Edwige Clark Project Director

Edwige Clark joined Robins & Morton three years ago as a senior project manager in our Miami—Fort Lauderdale office. With a background in both field operations and healthcare facility management, Edwige brings a more comprehensive perspective to our projects, helping us proactively mitigate potential client impacts and improve customer satisfaction. In his time with us, Edwige has helped expand our client base in South Florida and has successfully earned \$116 million of work.

Orlando Office Celebrates 25 Years

In November, we welcomed team members from around the region, along with industry partners, and clients, to celebrate our Orlando office's 25th anniversary. Since 1999, our Orlando office has been the hub for our work across the Sunshine State. The office has been responsible for more than \$8 billion in projects statewide, including \$3 billion in Central Florida alone. Today, our Orlando office is leading nearly \$1 billion in healthcare construction throughout the state, including \$250 million in projects underway in Central Florida.



Birmingham Team Lights Up the Holiday Season

Our Birmingham-area team members and their families gathered at our home office in December to celebrate our seventh annual Christmas tree lighting ceremony and holiday festival. This year's tree was 26 years old, stood 26 feet tall, weighed 1,500 pounds, and contained more than 26,000 LED lights. More than 200 people joined us for sweet treats, face painting, a pop-up holiday movie screening of The Grinch, and activities such as crafting at Santa's Workshop, feeding reindeer, writing letters to Santa, and even a Santa sighting.



Developing a Leadership Culture Program Graduates 14

In November, 14 of our team members graduated from the Developing a Leadership Culture Program. The 16-week program offered by our Learning and Career Development team is led by leadership coach Cory Lee and provides an intentional professional development opportunity for managers and prospective leaders within the company. This leadership program has now graduated four classes with a total of 54 Robins & Morton team members and welcomed its fifth cohort this February.

Congratulations to the following team members for their dedication to this program:

- Amy Durham, division office manager
- Austin Mauer, assistant project manager
- Bruno Mendez, low voltage project manager
- Casey Mabe, superintendent
- Chris Messer, senior project estimator
- Derek Mattox, supply operations supervisor
- Jason Mercer, senior project manager
- Jon Walker, project manager
- Josh Whittle, project manager
- Logan Burgess, superintendent
- Nick James, project manager
- Nick Kouskolekas, assistant project manager
- Robbie Tucker, superintendent
- Robert Creswick, senior project manager

Four Team Members Graduate from ThinkData Apprenticeship Program

Last fall, four of our team members participated in an external training program to enhance their data knowledge and capabilities. Through the course of the ThinkData Apprenticeship Program, they spent more than 70 classroom hours learning about a variety of topics, such as relational database management systems, SQL databases, power query, workflow processes, pivot tables, and much more. They also completed challenges, lab work, and LinkedIn Learning courses to enhance their training, which concluded with their graduation in December.

Congratulations to the following team members on this milestone:

- HRIS Director Laurie Wright
- IT Technician Eric Ching
- Procure Implementation Specialist Rod Reedy
- Executive Assistant Gillian Cargile



Veterans Mentorship Program Welcomes New Cohort

Last fall, four of our team members became the first graduates of the Robins & Morton Veterans Mentorship Program.

As one of our efforts to provide career opportunities for military servicepeople transitioning to civilian life, the program pairs military veterans or reservists who are early in their Robins & Morton careers with senior team members who also served. The mentors provide one-on-one guidance to help team members reach their potential through support and connection.

Congratulations to the following team members for beginning their journey in the Veterans Mentorship Program this April:

- Construction Coordinator Garrett Britt
Mentor: Senior Preconstruction Manager Kyle Davis
- Project Engineer Brian Sanchez
Mentor: Senior Project Manager Michael Staton
- Senior Project Safety Manager Gerry Stiles
Mentor: Senior Project Safety Manager Miguel Perullas

When they graduate from the program, these team members will have gained both a deeper understanding of the Robins & Morton Way and a long-lasting support system.

Thank you to all our veterans for your service and your contributions to Robins & Morton. For more information on the Veteran Mentorship Program or the Veterans Network, visit the Veterans Network HUB page.



Congratulations to the Winners of Our Regional Admin Awards

Last year, our administrative professionals gathered to celebrate their accomplishments and learn from each other at six different regional Admin Summits, each featuring an Admin Awards ceremony.

At each summit, one team member was selected from several nominees as the regional Admin Award Winner, acknowledging their outstanding contributions to our company and commitment to our culture. Congratulations to the winners below!

- Overall Admin Award Winner:**
Senior Project Administrator Melissa Owens
- Birmingham Office Admin Summit:**
Project Administrator Heather Ward
- Huntsville and Nashville Offices Admin Summit:**
Senior Field Office Assistant Barbara Merryman (Huntsville) and Senior Operations Assistant Lisa Rota (Nashville)
- Dallas Office Admin Summit:**
Field Office Assistant Katrina Crowe
- Charlotte Office Admin Summit:**
Field Office Assistant Kyley LeBlanc and Field Office Assistant Karen Thompson (tie)
- Orlando Office Admin Summit:**
Field Office Assistant Jennifer Lopez
- Miami-Fort Lauderdale Office Admin Summit:**
Senior Field Office Assistant Helen Pinto

Celebrating Women in Construction Week with Our Women's Network

During the first full week of March, we celebrated Women in Construction (WIC) Week. This year's theme from the National Association of Women in Construction was "Together We Rise," recognizing the strength and knowledge of women in the industry and the vital role they play in shaping the future.

Throughout the year, our Robins & Morton Women's Network (RMWN) celebrates and uplifts the women who contribute to our continued success. On Tuesday of WIC Week, they hosted a virtual panel discussion, "March Forth: A Discussion on Leadership Pathways for Women in Construction," which allowed all our team members to hear from internal leaders as they shared their journeys, the challenges they've overcome, and how they champion the growth and success of women in construction. The same day, many of our team members wore their limited-edition, custom-designed celebratory T-shirts.



Progress in Prefabrication: Results from the First SmartFab® Summit

At the end of last year, more than a dozen team members from across the company gathered at our Birmingham office to report on and discuss our SmartFab® approach, our process to identify and implement project-specific modular and prefabrication construction plans.

"This new event provided our division champions and resource group leaders with an opportunity to engage with one another and share lessons learned specific to our SmartFab® approach," SmartFab® Director Matt Hardy said.

During the summit, SmartFab® resource group leaders delivered report-outs, and the team welcomed guest speakers Rob Crotty of HCA Healthcare and Tim Salerno of Sto Corp for presentations and feedback on our prefabrication processes.

"The discussions that came out of the summit will help us continue the momentum we've had with SmartFab® in the past few years," Matt said.

NextGen
CALL FOR MEMBERS

If you're a young professional, or young at heart, join NextGen today! Reach out to Amanda Witteck or Gillian Cargile for more information.





PROJECT UPDATES

Graduate Auburn, AL by Hilton

Auburn, Alabama

In fall 2024, we completed work on the Graduate Auburn, AL by Hilton hotel in Auburn, Alabama. The five-story, 177-room, nearly 140,000-square-foot hotel has direct views of Auburn's campus and Toomer's Corner. It features an indoor-outdoor rooftop bar, a ground-floor café, and meeting and banquet space. The property is the newest in the Graduate Hotels collection, which includes more than 30 locations in iconic cities and college towns across the United States and United Kingdom. Their designs are inspired by local culture, history, and collegiate nostalgia. We served as the general contractor for the project, and Hartshorne Plunkard Architecture was the architect.

Universal Health Services Freestanding EDs

Florida and Texas



We joined Universal Health Services in October to celebrate the ribbon cuttings of two nearly identical freestanding emergency departments — one in Florida and one in Texas. Manatee Memorial Hospital's new 10,884-square-foot Manatee ER at Palma Sola, located in Bradenton, Florida, includes six exam rooms, three rapid medical spaces, a full-service laboratory, and X-ray and ultrasound areas. South Texas Health System ER Pharr in Pharr, Texas, is a new 10,884-square-foot facility. It will provide around-the-clock critical care for adult and pediatric patients, as well as diagnostic and laboratory services with limited wait times. Both facilities were built using an innovative preassembled modular system that required intensive coordination with sitework and utilities. The construction teams were able to fully dry-in the buildings only 12 days after the modules arrived onsite, and the overall schedule was six weeks faster than traditional construction. We served as the general contractor for the projects, and Giattina Aycock Architecture Studio was the architect.

Tsali Care Center

Cherokee, North Carolina



We completed a new \$120 million, 131,000-square-foot long-term care facility for the Cherokee Indian Hospital Authority (CIHA) in Cherokee, North Carolina, last year. The facility, Tsali Care Center, stands two stories and contains 120 private resident rooms. It is devoted to the care of the Eastern Band of Cherokee Indians (EBCI) and features skilled nursing, assisted living, and memory care services, in addition to a dialysis center. To provide residents and visitors with ample outdoor space, the Center has four courtyards, as well as a spacious Friends and Family Room and communal dining options. The new building replaces an existing facility approximately three miles away. The move allows CIHA to increase bed capacity by 50 and further consolidate services closer to the hospital's campus, supporting the care continuum. We were the general contractor and McMillan Pazdan Smith was the architect. This is the sixth project that we've completed for CIHA since 2014.

AdventHealth Riverview

Riverview, Florida



We joined AdventHealth in October to celebrate the grand opening of AdventHealth Riverview, marking a significant next step in providing high-quality healthcare for the rapidly growing communities in South Hillsborough County. The new 282,000-square-foot facility opened with 82 beds, with plans to ultimately expand to 202 beds. AdventHealth Riverview provides essential services such as emergency care, cardiology, labor and delivery, as well as bariatrics, general surgery, neurosurgery, orthopedics, spine surgery, and more. We were the general contractor for the project, and HuntonBrady was the architect.

Embassy Suites Gulf Shores

Gulf Shores, Alabama



In October, we joined DD Partners, Peachtree Group, and Woodbine Development Corporation to celebrate the topping out of our Embassy Suites Gulf Shores project, a full-service beachfront resort. Scheduled for completion in late summer 2025, the eight-story property will have 257 all-suite guestrooms; a lobby bar and restaurant; a rooftop amenity terrace inclusive of a bar and grille, pool deck, and an outdoor entertainment venue; and 13,620 square feet of enclosed meeting and pre-function space, including a 7,800-square-foot ballroom. The resort will also have a three-story parking garage and 7,618 square feet of leasable retail space that will include a Starbucks.

Cone Health MedCenter Asheboro

Asheboro, North Carolina



We joined Cone Health to celebrate the ribbon cutting of the new Cone Health MedCenter on October 29 in Asheboro, North Carolina. The \$72 million, 51,500-square-foot facility features urgent care, primary care, a comprehensive cancer center, and a pharmacy. The centerpiece is a \$4 million linear accelerator. We were the general contractor, and Perkins&Will was the architect.

AdventHealth Meadow Pointe ED

Wesley Chapel, Florida



We joined AdventHealth to celebrate the topping out of the new Meadow Pointe offsite Emergency Room on November 8 in Pasco County, Florida. The more than 13,000-square-foot Emergency Department, strategically located in the rapidly developing area between AdventHealth Wesley Chapel and AdventHealth Zephyrhills, will have 12 patient beds, two triage rooms, and will offer imaging and lab services. Construction on this \$26 million project is expected to be completed in the first half of 2025. The opening of this new emergency department will also create more than 30 jobs in the Pasco County community. We are the general contractor for the project, and HuntonBrady is the architect.

Centra Langhorne Medical Center

Lynchburg, Virginia



We joined Remedy Medical Properties and Centra Health to celebrate the topping out of Centra Langhorne Medical Center on November 12 in Lynchburg, Virginia. The project includes a five-story, 126,813-square-foot medical office building that features pre-surgery, imaging, outpatient rehabilitation, endocrinology, brain and spine, urology, pulmonology, and pain management services. The facility will house multiple specialists to centralize and increase access to healthcare for the Lynchburg community. Additionally, Centra has partnered with the City of Lynchburg to develop an added entry with parking to Blackwater Creek Trail as part of the new property. The project is scheduled for completion in 2025. We are the general contractor, and Haskell is the architect.

UHealth Doral Medical Center

Doral, Florida



We joined UHealth in November to celebrate the ribbon cutting of UHealth Doral Medical Center, a six-story, 160,000-square-foot acute care facility in Downtown Doral. It is part of a mixed-use community in Miami-Dade County. UHealth Doral Medical Center includes 33 exam rooms, eight operating rooms, three endoscopy suites, 33 cancer treatment units, comprehensive radiology services, a lab, an onsite pharmacy, a seven-story parking garage, and a supporting central energy plant. The state-of-the-art facility will offer access to specialty services, including those from NCI-designated Sylvester Comprehensive Cancer Center, Bascom Palmer Eye Institute, the No. 1 eye hospital in the nation, urological treatments from the Desai Sethi Urology Institute; and top-notch care from UHealth's nationally ranked neurology program, as well as other luminary specialty service lines. We served as the general contractor, and Arcadis was the architect.

Permian Basin Behavioral Health Center

Midland, Texas



Earlier this year, we topped out our Permian Basin Behavioral Health Center project in Midland, Texas. The 200-bed, \$225 million facility, built on a 54-acre site, will offer short- and long-term treatment for behavioral health patients of all ages. It will include a crisis stabilization unit, outpatient center, state-of-the-art amenities, and a community education center. We are the general contractor, and HKS is the architect.

CaroMont Regional Medical Center-Belmont

Belmont, North Carolina



In late 2024, we marked the completion of CaroMont Regional Medical Center-Belmont, the first hospital in Belmont, North Carolina. The facility includes 54 inpatient beds and offers 24/7 emergency care, a maternity unit focused on family-centered care, a state-of-the-art surgical suite, and a full complement of diagnostic and imaging services. The hospital will serve patients in Gaston, Lincoln, and Mecklenburg Counties in North Carolina and York County in South Carolina. We were the general contractor, and McMillan Pazdan Smith was the architect.

AdventHealth Freytag Cancer Center

Palm Coast, Florida



Earlier this year, we joined AdventHealth for the ribbon cutting of the new Freytag Cancer Center at AdventHealth Palm Coast in Palm Coast, Florida. The two-story, 30,000-square-foot freestanding facility houses comprehensive cancer treatment services, including medical oncology provided by Florida Cancer Specialists & Research Institute and AdventHealth radiation oncology, alongside primary care physician offices. This \$30 million investment in the community offers treatment options such as precision medicine, immunotherapy, and personalized treatments based on each patient's genetic makeup. With state-of-the-art technology, including the TrueBeam™ visual radiation system, the center ensures that patients receive the most effective and least invasive treatments available. The Freytag Cancer Center also features the relocated Judith C. Macko Cancer Resource Center, providing free resources and support to patients and their families. Robins & Morton served as the construction manager, and HuntonBrady was the architect for the project.

RECENTLY AWARDED PROJECTS

Duke Health
\$500,000,000
Duke Health Cary - B300
Cary, North Carolina

Auburn University
\$200,000,000
Jordan-Hare Stadium North Endzone Multi-Use Facility
Preconstruction Phase
Auburn, Alabama

Duke Health
\$100,000,000
Duke Health Cary - B200
Cary, North Carolina

Innisfree Hotels
\$63,000,000
Hampton Omega Hotel
Pensacola Beach
Pensacola, Florida

Duke Health
\$60,000,000
Proton Therapy Center
Durham, North Carolina

Remedy Medical Properties
\$26,000,000
Centra MOB Buildouts
Lynchburg, Virginia

UK King's
Daughter Medical Center
\$22,000,000
Endoscopy Buildout
Ashland, Kentucky

Birmingham Heart Clinic
\$15,000,000
Birmingham Heart ASC
Birmingham, Alabama

Medical Center Hospital
\$12,000,000
Central Universal Care Suite
Odessa, Texas

Baptist Medical Center Jacksonville
\$11,000,000
Baptist Health Jacksonville Lab Relocation
Jacksonville, Florida

HCA TriStar Horizon Medical Center
\$10,000,000
Renovations
Dickson, Tennessee

AdventHealth Ocala
\$10,000,000
Heathbrook Offsite
Emergency Department
Ocala, Florida

Universal Health Services
\$9,000,000
UHS Augusta Freestanding ED
Augusta, Georgia

Permian Basin Medical Center
\$9,000,000
Roads and Utilities
Midland, Texas

SCA First Coast
\$9,000,000
ASC Expansion
Jacksonville, Florida

Cape Fear Valley Medical Center
\$8,000,000
Cape Fear Central Harnett
Adolescent Behavioral Center
Lillington, North Carolina

Atrium Health
\$8,000,000
Atrium Concord
Freestanding ED
Charlotte, North Carolina

Health First
\$6,000,000
SBW Renovation
Palm Bay, Florida

Abaco Systems
\$5,000,000
Tenant Improvement
Huntsville, Alabama

HCA Florida Northwest Hospital
\$5,000,000
BiPlane EP Lab
Margate, Florida

AdventHealth Tampa
\$5,000,000
Center for
Interventional Endoscopy
Tampa, Florida

Otto Kaiser Memorial Hospital
\$4,000,000
Physician Renovations
Kenedy, Texas

Parsons - Huntsville
\$4,000,000
RG 9700 Tenant Improvement
Huntsville, Alabama

Broward Health
\$4,000,000
Broward Health
North Cancer Center
Deerfield Beach, Florida

HCA Florida Bayonet Point Hospital
\$4,000,000
ADA Renovations
Hudson, Florida

University of Alabama at Birmingham (UAB)
\$3,000,000
UAB School of Dentistry North
Alabama Rural Dental Clinic
Decatur, Alabama

Nor-Lea Hospital District
\$3,000,000
Miscellaneous
Lovington, New Mexico

Duke Health
\$3,000,000
Ancillary Replace
Sanitary Risers
Durham, North Carolina

Encompass Harmarville
\$3,000,000
ADA Corrections
Harmarville, Pennsylvania

Samford University
\$2,500,000
Samford Plaza Renovation
Birmingham, Alabama

Self Regional Medical Center
\$2,000,000
CT SIM Equipment Replacement
Charlotte, North Carolina

North Central Alabama Regional Council of Governments
\$2,000,000
New Office Building
Decatur, Alabama

Huntsville Hospital Medical Mall
\$2,000,000
Pharmacy
Huntsville, Alabama

Clearview Cancer Institute
\$2,000,000
Third Floor Renovations
Huntsville, Alabama

Vanderbilt University Medical Center
\$2,000,000
The Vanderbilt Clinic - Ambulatory Care
Nashville, Tennessee

Ascension Health Systems
\$2,000,000
Ascension St. Thomas West IR
BiPlane Renovations
Nashville, Tennessee

Vanderbilt University Medical Center
\$2,000,000
VUMC TVC 4th Floor ERP - Lab Renovation
Nashville, Tennessee

Duke Health
\$2,000,000
PET/CT Replacement
Durham, North Carolina

Duke Health
\$2,000,000
Imaging Services
Addition of 3T Scanner
Durham, North Carolina

UNC Rex Hospital
\$2,000,000
Lab and Pharmacy
Micro Relocation
Raleigh, North Carolina

UNC Rex Hospital
\$2,000,000
Histology and
Microlab Renovation
Raleigh, North Carolina

Memorial Health University Medical Center
\$1,200,000
CT3
Savannah, Georgia

Southeast Georgia Health System - Brunswick Campus
\$1,000,000
Pharmacy 797 Renovation
Brunswick, Georgia

Self Regional Medical Center
\$1,000,000
Cath Lab 3
Equipment Replacement
Greenwood, South Carolina

Atrium Health Wake Forest Baptist Medical Center
\$1,000,000
Cancer Center 4th Floor CT Replacement
Winston-Salem, North Carolina

AdventHealth DeLand
\$1,000,000
TCU Upgrade
DeLand, Florida

University of Central Florida
\$1,000,000
Continuing Services
Orlando, Florida

UNC Rex Hospital
\$1,000,000
PET/CT Replacement
Raleigh, North Carolina

Duke Health
\$1,000,000
5200 Continuing Care Nursery
Durham, North Carolina

Memorial Health University Medical Center
\$700,000
Linear Accelerator
Savannah, Georgia

AdventHealth Daytona Beach
\$500,000
Linear Accelerator Replacement
Daytona Beach, Florida

AdventHealth Ocala
\$500,000
TimberRidge X-Ray Renovations
Ocala, Florida

Nemours Childrens Hospital - Florida
\$400,000
Lake Mary Clinic Renovation
Lake Mary, Florida

Nemours Childrens Hospital - Florida
\$300,000
Ginsburg Statue
Orlando, Florida

AdventHealth DeLand
\$300,000
Victoria Medical Lab Renovation
DeLand, Florida

Duke Health
\$300,000
Duke Health Cary - B100
Mammography Room
Cary, North Carolina

UNC Rex Hospital
\$250,000
Sterile Processing Cart
Washers Replacement
Raleigh, North Carolina

AdventHealth Carrollwood
\$200,000
CT Replacement
Tampa, Florida

Nemours Childrens Hospital - Florida
\$200,000
CLC Camera Replacement
Orlando, Florida

AdventHealth DeLand
\$200,000
Dining Renovations
DeLand, Florida

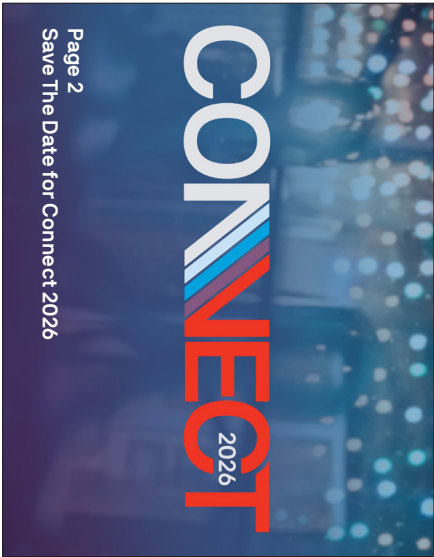
ROBINS & MORTON

IN THIS ISSUE

- 1 Our CPM Division
- 2 Policy and Technology Updates
- 3 Awards
- 4 Giving with Purpose
- 5 By the Numbers
- 6 Company News
- 7 Project Updates
- 8 Recently Awarded Projects



Page 4
Giving With Purpose



Page 2
Save The Date for Connect 2026



Page 3
Innovation Awards



Page 6
Women in ConstructionWeek

ROBINS & MORTON

NEWSCORNER

Introducing our Construction Program Management Division

In March 2025, we announced the formation of a new division. Although we've always provided program management services for domestic, international, and government clients, this new division will combine program management, construction management, and program management (CPM) services, fully Construction Program Management & Construction Management.

Meet Steve Olson

Steve has more than 40 years of experience in the construction industry. He has served as president and chief operating officer at several major construction firms, including technical staff.

What's Next

Using our Building Forward approach as a guide, our CPM division will focus on delivering high-quality, cost-effective solutions to our clients. We're looking for talented individuals to join our team and help us build a better future for our clients.

Our History with CPM

Our CPM division is not a new creation. It's the result of our long history of providing construction management services to our clients. We've been helping our clients build better buildings for over 40 years.

Current Work

THE AUBURN UNIVERSITY NORTH
Auburn University North is a new 1,000,000 sq ft academic building. It will combine program management, construction management, and program management (CPM) services, fully Construction Program Management & Construction Management.

CITY OF HUNTSVILLE
The City of Huntsville is a new 1,000,000 sq ft city hall. It will combine program management, construction management, and program management (CPM) services, fully Construction Program Management & Construction Management.

SPORTS AND LEISURE COMPLEX
The Sports and Leisure Complex is a new 1,000,000 sq ft sports and leisure complex. It will combine program management, construction management, and program management (CPM) services, fully Construction Program Management & Construction Management.