NEWSCORNER

Summer/Fall 2024

STRENGTHENING OUR **LEARNING CULTURE:**

New Large-Scale Operations- and







From our earliest days, our company's work has directly reflected our Values. Through Integrity, Safety, Client Focus, and Excellence, we're committed to delivering construction projects that leave a lasting positive impact.

In the past five years, our staff has grown by nearly 25%. That growth has brought us new talent, perspectives, project challenges, and opportunities. Our project teams continue focusing on providing superior quality and customer service upholding the Robins & Morton Way.

These processes and shared beliefs have been passed down from our founding leadership through generations of Robins & Morton team members. As our company has grown, we have discovered the need for a more intentional way to share the knowledge and traditions that make us who we are.

In the first half of 2024, departments and operations rose to the challenge with the creation and revitalization of largescale learning opportunities, including the return of the Robins & Morton Way Class and the new Preconstruction and Self-Perform Work Concrete Quality Summits.

The first of two new learning events, the Preconstruction Summit took place in late February at Renaissance Birmingham Ross Bridge Resort in Hoover, Alabama. The event was organized by the Preconstruction team — led by Senior Preconstruction Estimators Carson Chandler and Chris Skinner and Senior Preconstruction Manager Jerry Marshall — and brought together 80 of the department's team members from across the country to discuss Integrated Preconstruction, project cost management, procurement and early release strategies, and technology. Unique teambuilding initiatives and conversation starters — such as personalized "baseball cards" with information about each team member spurred true camaraderie among attendees.

"We were trying to be intentional about improving crosscollaboration," Jerry said. "It helps enhance our development and quality of services as a whole."

Learning opportunities continued with the return of the Robins & Morton Way Class in mid-March. The class's history extends back to the '90s, and the newly redesigned course focuses on teaching the "what" and the "why" of our organization in a collaborative, engaging environment. It is now offered quarterly, taught by both operations and department leaders, varying by location.

Just a few months later, Self-Perform Work held its first Concrete Quality Control Summit on June 18. Team members from across the company specializing in concrete and layout gathered at ERS Trussville, where they made valuable jobsites. Twenty-five participants discussed safety, layout, quality assurance/quality control, and best practices for building components.

"We rallied around our focus on quality and the significant impact that it has on a project," Vice President of Direct Delivery Services Richard Anderson said. "The summit gave us a chance to talk through the lessons we've learned and the importance of our quality policies, both old and new."

Our administrative team members are also taking a fresh approach to their annual Admin Summit by holding regional events to improve engagement and accommodate increasing participation.

"The expertise and commitment of our team members truly sets Robins & Morton apart."

Aimee Comer

Vice President of People and Development

"We currently have 81 administrative team members," Senior Project Administrator Melissa Owens said. "It can be difficult to have those meaningful interactions when the group aets so large."

The five region-focused events in Birmingham, Orlando, Fort Lauderdale, Dallas, and Charlotte will each bring together 15 to 20 administrative team members for single-day summits focused on teambuilding, professional development, and personal growth coaching.

"I'm really excited for this and think it is going to feel a lot different with smaller group interaction," Melissa said.

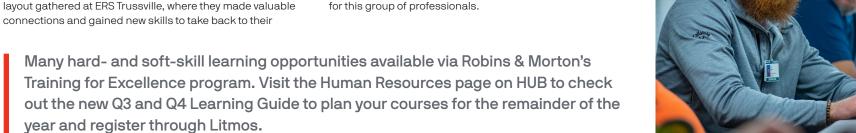
These are just a few examples of new programming designed to emphasize quality, promote mentorship, and advance the Robins & Morton Way. Additionally, our Learning and Development team continues to host the bi-annual Field Engineer and Project Engineer Summit, which brings together field engineers, project engineers, construction coordinators, construction engineers, and preconstruction engineers to learn from senior-level team members at a host jobsite. Each year, the content is adjusted to reflect the most pressing topics

The renewed excitement for sharing best practices and lessons learned has also expanded to virtual formats. In late July, Building Forward® hosted the first of several topical 30-minute conversations open to the company immediately after the monthly Spotlight Call. Led by Superintendents Josh Farr and Jared Wilson, Senior Superintendents Jeff Jones and Josh Young, and Field Engineers Carter Borden and Josh Wallace, the first facilitated discussion was focused on quality management and product issues observed in the field and how to overcome them. More than 130 team members joined and stayed for the duration of the conversation.

"This was essentially an experiment that came from a voiced need. Our team members have asked for a platform to host honest conversations about what we're experiencing in the field and sharing those lessons learned with one another," Building Forward® Lean Practice Leader Jennifer Lacy said. "When I kicked off the call that day, I didn't know if we'd have five or 50 people join us. I was stunned when I saw how many logged in and stayed for the entire call. It lets me know we're meeting a need for our team members to connect about challenges they face daily."

After nearly 20 years at Robins & Morton, Vice President of People and Development Aimee Comer has seen how our team has evolved and praises the way our teams have embraced collaboration for targeted training.

"The expertise and commitment of our team members truly sets Robins & Morton apart," Aimee said. "It has been incredible to see the Learning and Development team, Building Forward®, departments, and operations come together to deliver meaningful education opportunities for our team members and to do so in a way that honors everything that makes us unique as a company."



From the Chairman and CEO



Bill Morton

Our latest forecast shows we are closing in on achieving our sales goal of \$2.5 billion. In addition, there are still a couple of opportunities that might close this year and allow us to exceed our goal. Assuming we achieve our sales goal, we will end the year with a very healthy backlog of around \$3.5 billion. This backlog will put us in a position for a very

successful and healthy 2025. We are currently on track to meet our revenue goal of \$2.3 billion.

This is the time of year that we start identifying 2025 sales opportunities that will help us set next year's sales goal. At this time, we are tracking a little under the number of identified sales opportunities that would allow us to achieve our normal level of growth. We take pride in the fact that over 90% of our work is for repeat clients. Strategically, we are focused on broadening our base of new clients and building an even larger base of repeat business.

As a part of our commitment to continuous improvement, we held our first quality best practices discussion following the July Building Forward® Spotlight call. We plan to highlight best practices and lessons learned after each

call to ensure everyone hears about areas where we can provide superior quality for our clients.

We are constantly looking for ways to share our stories about the knowledge and traditions that have made us successful. To that end, we substantially increased our national and regional media coverage this year. We have received more than 320 media mentions in the second quarter of this year, a 158% increase over the first quarter of 2024.

As we enter the final phase of 2024, I want to sincerely thank each of you for your hard work and dedication to satisfying our clients. While the results are not in yet, it appears we will have the very best year in our history. That is a tribute to both great clients and great people. Thank you.



Our 2024 Earth Month Impact

This April, we celebrated Earth Month with a number of environmentally friendly activities, highlighting our dedication to improving our sustainability each year.

Throughout the month, teams across the company participated in community improvement efforts, submitted pledges through Pick Your Pledge, nominated Sustainability Superheroes, heard from experts during a panel discussion hosted by NextGen, and more.

PICK YOUR PLEDGE

More than a decade ago, we launched Pick Your Pledge to raise awareness of the simple ways we can live more sustainably. During Earth Day 2024, we kept the positive momentum going and asked our team members to reflect on their daily actions and see how to improve their environmental impact and social well-being with small steps. In return for pledges and sharing photos with #EarthMonth2024 on Viva Engage, we planted a total of 588 trees.

SUSTAINABILITY SUPERHEROES

During Earth Month, our team members nominated Sustainability Superheroes — someone at Robins & Morton who inspires others to implement sustainable practices. Nominees included Project Engineer Joy Taylor, Marketing Manager Amanda Bradley Witteck, Assistant Superintendent Chris Robinson, Senior Sustainability Manager Jackie Mustakas, Mechanical Preconstruction Estimator Alex Schreuders, Project Assistant Belle Paylor, and Superintendent Jamie Atkins.

TEAM EFFORTS

Leading up to Earth Day on April 22, the Sustainability Council encouraged each office to contribute to a sustainable effort in the local area. Several of our offices and divisions

participated in unique and impactful ways, from workshops and cleanups to tree planting and recycling drives.

NEXTGEN'S EARTH MONTH PANEL DISCUSSION

On April 15, Robins & Morton's NextGen Young Professionals Group hosted an interactive panel discussion webinar in which they covered a range of topics related to sustainability, including green building, waste management, jobsite sustainability, and sustainable swaps for daily life. The nine panelists from across the company each brought a unique perspective to the session, titled "Sustainability Life Cycle in Your Professional and Personal Life."

BEYOND EARTH MONTH

As we reflect on the results of Earth Month, we are encouraged by the engagement of so many of our projects and offices. We extend a heartfelt thank you to our team members who are helping us minimize our environmental impact one small step at a time.

While Earth Month ended on April 30, we encourage our team to keep sustainability top of mind every day and continue efforts toward a more sustainable future. Together, we can make a difference.

ROBINS & MORTON Earth Month Impact pledges that saved money 257 384 378 pledges benefiting people Total **Pledges** pledges benefiting the planet 384 100 200 300 400 In return for your pledges, we have planted 588 trees, reducing 294 metric tons of CO2 emissions from the atmosphere and generating \$1,470 in downstream community

Team Efforts

CHARLOTTE

Earth Day Huddle Competition and carbon footprint challenge

DALLAS

Office spring cleaning and recycling drive

NASHVILLE

Native tree adoption event with Nashville Tree Foundation

ORLANDO

Roots & Refreshments native gardening workshop

HSV AIRPORT
Tree planting

WADLEY REGIONAL

Planted a garden

FLORIDA COAST SURGICAL HOSPITAL

Donation to Martin County artificial reef

TAMPA OFFICE Tampa Bay beach

cleanup

CARILION ROANOKE MEMORIAL HOSPITAL

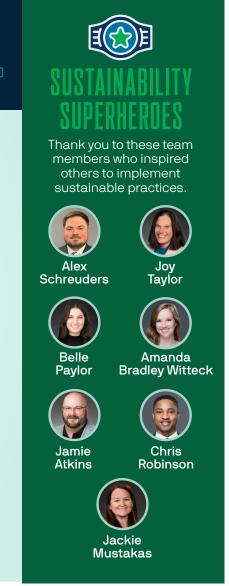
Clean Valley Council's Adopt-A-Street cleanup

ERS

Plant and seed sharing

NEXTGEN

Sustainability Life Cycle education session



income and benefits.



Robins & Morton ranked fourth on Modern Healthcare magazine's list of the country's top general contractors.

The list ranked companies by the total construction cost of completed healthcare projects in 2023. Last year, Robins & Morton completed \$1.19 billion in healthcare projects encompassing 2.5 million square feet. We've ranked among Modern Healthcare's top 10 since the list's inception 38 years ago.

Our company stands out among the top healthcare contractors in that we generated 86% of our revenue from healthcare projects last year.



AdventHealth Palm Coast Parkway
Palm Coast, Florida



BayCare Hospital Wesley Chapel Wesley Chapel, Florida



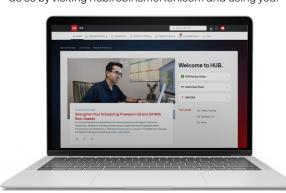
Welcome to HUB

In June, we launched an upgraded version of HUB — our company intranet — available via desktop and mobile app. The upgraded HUB has a clean, easy-to-navigate interface, optimized for any device. Some of our favorite features include:

- A launchpad that puts all the Robins & Morton applications you need in one place and populates your most-used applications at the top of the list for fewer taps.
- Improved, uncluttered search results, allowing you to find what you need more easily.
- A Knowledge Base that houses important how-to information, ranging from Procore and TradeTapp functions to Safety activities and SuccessFactors best practices.
- Easier access to pages for our Community Networks, including the Women's Network, Veterans Network, and NextGen, to keep you engaged and up to date.
- Interactivity options so that you can show your support or share your experiences on company and department news posts.

The new RM Mobile app replaces the legacy Robins & Morton app by the same name. Because the upgraded HUB was built on a mobile-focused user experience, the new RM Mobile app offers all of HUB on mobile

If you have not yet logged in to the new HUB, you can do so by visiting hub.robinsmorton.com and using your



Robins & Morton email address and password to access the platform. Via mobile, you can search "RM Mobile" in both the Apple App Store and Google Play to download the application.

Once you've logged in, we encourage you to explore the HUB Startup Guide, the HUB Cheat Sheet, and the HUB Q&A — all located on the homepage — to help you navigate the new platform.

If you're concerned about the potential loss of data from the former HUB, have no fear — it has not gone away. Instead, former HUB's new purpose is to store and share internal files. All the historical data within the former HUB will still be accessible. We have simply stopped updating the homepage, news, and other department pages.

Our goal for HUB is simple: Create a company intranet experience that makes our team members' jobs easier. To help us reach this goal, please tell us about your experience by tapping the "Help" button in HUB's main navigation and selecting "HUB Help" to record your feedback.

From the President and COO



Robin Savage

The company is once again trending toward a very successful year in terms of growth and accomplishing many of our business planning goals.

Through everyone's efforts and hard work, we are well positioned to achieve new levels of success in profit, revenue, sales, and number of team members. This will likely be the fifth year in a row for meeting most of our business planning goals and achieving historical growth. Over that same time period, we have averaged revenue growth of 13% per year and, more importantly, have established the infrastructure to feel confident we are serving our clients well.

This level of success in the industry will bring on new challenges for sustaining and building on that growth, as well as controlling the risk that goes with it. From a corporate level, we have to consider: What does it take to maintain and continue the growth that provides us with opportunity and our clients with greater capacity? Controlling growth to match capabilities can be a trick. Since football season is just around the corner, I'll reference an old adage: You can outkick your coverage (ever heard of the kick six?). As we continue to grow, we need to be sure we have all the right players on the field and that they're getting better and better at what they do. All of us have a part in that.

Everyone has a role in maintaining the current size of the company and contributing to future growth. This really revolves around a certain mindset and attitude that we are all entrepreneurial and have a stake in making the company a success. From Accounting to Marketing to Preconstruction to Field Operations — everyone can contribute and provide

certain talents. There are several basic elements that are the building blocks for our growth:

- Procuring work If you know people outside the company, you are a construction business developer. Everyone has a network and somewhere in your network there is a project opportunity. Granted there are some in the company who are better positioned for identifying projects and closing sales, but it only takes a conscious effort to sniff out a potential project no matter what your role is in the company.
- Recruiting and retaining people There is an unlimited supply of talented people in our industry. Adding to our bank of team members is critical to our growth, and it is one of the most difficult things we do. Selling work is great, but in a growth mode we need a constant flow of talent to produce it. Being cognizant of and accountable for bringing new people into the company is within everyone's wheelhouse of capabilities. Again, it just takes a conscious effort and a focus on opportunities within your network.
- Producing top-quality work and finishing strong It seems that delivering complex construction projects in a timely manner and with excellent quality is becoming steadily more challenging across the industry. The measure of success for producing a good project seems to have gone from being a good builder to exceeding the norm and often going the extra mile for our construction partners to finish a project strong. Finding a way to meet our clients' goals no matter the obstacle is what separates us from our competitors. Our ability to accomplish this directly relates to maintaining clients and obtaining work for future growth.

Everyone has a role in maintaining the current size of the company and contributing to future growth.

- Mentoring and people development Maintaining and improving our performance is part of growth and comes with getting better as individual managers. We all have people around us who can benefit from training, sharing knowledge, and mentoring. Make a conscious effort to collaborate and share what you're learning with those around you. It will provide the improvement we need internally to advance our growth.
- Supporting our community All of us have the opportunity to participate in our communities. The effects of this are somewhat intangible, but companies prefer to do business with people who are positive and have a reputation for giving back. We can all help in this area as it only requires a decision to commit a small amount of time and effort to it. It also generally initiates more networking and promotion of the company. The return on this can be significant.
- Maintaining culture Last but certainly not least, it is important to perpetuate our culture of caring as this defines how we act in all situations. As we continue to grow as a company this culture guides us in how we treat people, clients, trade partners, and all constituents. Expansion and growth can be a threat to our culture, diluting it over time. Everyone plays a part in perpetuating our culture, and we have four great tenets to help sustain it (everyone here should know them!).

Maintaining and growing the company is not just about putting together a strategic plan with some goals listed. It is also not solely about revenue, profit, and sales but must include people, community, and clients. As you can see, it really comes from an internal effort and contributions from all of us. We should be proud of the company we have developed and the growth we have produced over the last several years. It has been a great team effort, with everyone pulling their weight. As we continue that effort, we can expect new growth and added opportunity for those of us here now and for our future team members.

Thanks for all the hard work and let's finish strong in 2024! ■



INDUSTRY LEADERSHIP

BBJ Real Estate Awards

On May 16, the Birmingham Business Journal announced the finalists for their newly launched Real Estate Awards. Based on projects and real estate deals completed in 2023, these awards recognize local firms who are leading the way in development, building, real estate, architecture, and general contracting.

The finalists were selected out of dozens of nominees, and Robins & Morton was a finalist in both the Top Commercial Firm category and the Top General Contractor category.

During the BBJ's Real Estate Awards event on July 25 at the Hilton Birmingham Downtown at UAB, Robins & Morton was announced as the winner of the Top General Contractor award.

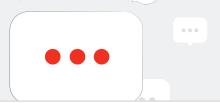
Congratulations to our team for this distinguished honor, which recognizes our sustained impact in the Birmingham metro area.



SHARING OUR EXPERTISE AND ENTHUSIASM

Here are a few opportunities our team members have taken to share this quarter.





Giving With Purpose

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

Our Charlotte team members joined several local industry organizations and trade contractors for ACE Trades Day, a collaborative event introducing high school students to various



construction trades through demonstrations and handson activities. More than 300 students, 45 chaperones, and dozens of volunteers and vendors attended, making it the largest event yet.

Our Charlotte team was proud to support Self Regional Healthcare Foundation's 36th Annual Mid-Winter Ball in Greenwood, South Carolina. The event, themed "A Night At The Oscars,"



raised vital funds for healthcare initiatives, including a comprehensive breast center and advanced da Vinci® robotic surgery technology.

As part of the 2024 Student Hands-on Experience Day (SHED) competition, our Raleigh team members provided guidance and instruction to a team of high school students. Dozens of Wake County,



North Carolina, students explored what a potential career in construction could be like by participating in the shedbuilding competition.

This April, our UK King's Daughters Medical Center team visited Crabbe Elementary School for its spring career day. Students were excited to meet the construction team building a hospital in their community, many



sharing that their parents work at the hospital or that they were born in the existing facility.

Earlier this year, our team members volunteered their time to serve as mentors and board members for the ACE Mentor Program of Alabama, and we were thrilled to celebrate the 2024 class at the



end-of-year banquet. During the event, more than \$10,000 in scholarships was given to graduating seniors going to college next year to pursue careers in architecture. construction, and engineering

Our Orlando team was off to the races for the SimplyIOA Corporate 5k. We joined more than 12,000 participants to support the Track Shack Youth Foundation and Second Harvest Food Bank of Central Florida.



In May, our Carilion Roanoke Memorial Hospital Crystal Spring Tower team hosted their first-ever Building A Cure event, a benefit that included a talent show, silent auction, and special guest musical



performance. Robins & Morton team members, staff from Carilion Clinic, contractor partners, family, and friends came together for an exciting evening, raising \$53,000 for the upcoming Carilion Cancer Center project that will increase access to specialized care in Southwest Virginia.

Our Charlotte team partnered with architectural firm Hord Coplan Macht for AIA Charlotte's CANstruction 2024, an initiative to support the Second Harvest Food Bank of Metrolina. Our team



members built several intricate platforms with Charlotte sports-themed designs to support a variety of canned food items and execute the eye-catching design.

Recently, our Cone Health MedCenter team in Asheboro, North Carolina. spent time at Kopper Top Life Learning Center, which provides inclusive therapy services to children and adults. Our team brought a smile to



everyone at the center as they helped repair fences to keep the organization's beautiful horses in their correct pastures.

In June, our Texas team supported The Rosendin Foundation's Camp Build in Austin, where young campers learned about safety, blueprints, advanced tools, concrete. rebar, and more.



Our team members helped high schoolers with a hands-on project at Auburn University's Construction Management Summer Academy Camp for Young Women, hosted by the Auburn University



McWhorter School of Building Science. Campers spent the day at the Robins & Morton Construction Field Lab building dog houses to donate to a local humane society

Lean Construction Institute

Superintendent Nick Jackson shared his experiences and lessons learned as a superintendent in a panel discussion entitled. "Lean on the Front Line: A Conversation with Superintendents" hosted by Lean Construction Institute Dallas/Fort Worth Community of Practice.

AGC Annual Convention

Lean Practice Leader Jennifer Lacy led a panel discussion geared toward empowering diverse-owned businesses at this year's Associated General Contractors of America Annual Convention. In "Breaking Barriers, Maximizing Results," the panelists explored concepts such as respect for people, adding value and reducing waste, and continuous improvement as they discussed Lean's transformative potential. Jennifer also took part in a fireside chat titled, "Hoop Dreams MVP: Building Your Path to Success in Construction and Beyond," in which she discussed the intersections of basketball and construction to highlight how to become an MVP in a project or department.

UF Rinker School Visit

Our Florida team members had the opportunity to interact with students during guest lectures at the University of Florida's Rinker School of Construction Management, during which they discussed the latest trends in the industry, from the preconstruction process to site logistics and more. Our team also provided students with insight into internship opportunities, full-time roles, and what it's like to be part of the Robins & Morton team.

AAMU Panel

Our Huntsville team spoke to construction management and civil engineering students at Alabama A&M University, joining industry professionals for a career prep panel discussion and networking breakfast. They provided workforce development and career support insights to the next generation of construction leaders.

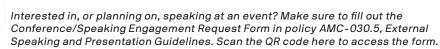
Health Facility Institute

Lean Practice Leader Jennifer Lacy and System Vice President for AdventHealth Victoria Navarro held an interactive session at the Health Facility Institute Symposium in Tampa, Florida. During the session, attendees discovered the importance of alignment and how to achieve it through collaborative development of Conditions of Satisfaction.











GROWING OURTEAN NEW

JOSEPH ADAMS	Wofford Senior Living	. Field Engineer
CONNOR BATES*	Okaloosa Gas District Headquarters	. Concrete Field Engineer
RACHEL BRADFORD*	Nashville Office	. Operations Assistant
RHOBYN BRANTLEY	Greenville Courthouse	. Field Office Assistant
ZACK BROWN	Samford University	. Field Engineer
COLE CHASE	Jupiter Medical Center	. Project Engineer
JASON CLARKE*	Birmingham Aviation	. Captain
ASHLEY CONNORS	AdventHealth Daytona Beach	. Field Engineer
CRAIG CULLEN*	Shelton State Community College	. Superintendent
ANTHONY FAIRCHILD*	First Coast Hospital	. Construction Coordinator
OZZY FLORES	UHealth at SoLe Mia	. Drywall Assistant Superintendent
DAVE FRALEY*	Raleigh Office	. Senior Project Manager
FELICITY FRAME	Birmingham Office	. Project Accountant
JORGE GARCIA	San Antonio Office	. Field Engineer
ISAAC GONZALEZ	Mayo Clinic	. Field Safety Engineer
CODY HAND	Permian Basin Behavioral Health Center	. Field Engineer
MARIAH HENDERSON	Okaloosa Gas District Headquarters	. Field Superintendent
DEREK HERRERA	Mayo Clinic	. Field Engineer
MAY HICKMAN	AdventHealth Carrollwood, Pandemic Unit	. Field Engineer
JOSEPH HOHNE	Valley Baptist Medical Center	. Field Engineer
VANCE JENNINGS*	Graduate Hotel Auburn	. Assistant Superintendent
	Graduate Hotel Auburn	·
JOHNNY JOHNSON*		Superintendent
JOHNNY JOHNSON*	Encompass Health Fort Mill	.Superintendent .Field Engineer
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Service Anniversaries

We celebrate these team members and thank them for their continued dedication.

5 YEARS

Oscar Aleman Stephen Andersson Ma Badillo Eric Mendoza Balderas Shondrea Barthell Keon Brooks Nick Busby Gillian Gammon Cargile Patrick Conyers Grea Curry Daniel Rodriguez Cruz Martin Gomez De Leon Destiny Dennis Griffin Cortez Dimas David Dipofi Greg Duckham Joe Fording David Fulmer

David Fulmer
Joe Klawe-Genao
Adelino Gonzalez
Rob Grady
Tammy Howell
Jennifer Huerta
James Jenkins
Gene Jobe
Chad Lenzi
Colton Lostutter
Mike Maliskey
Steven Manley
Thomas Manning
Jaime Manriquez
Barbara Merryman
Leo Minor

Adam Moss

Chris Robinson

Francisco Camano Romano Jonathan Rowell Tyler Royal Juran Smith Leigha Taber Dano Reglado Vazquez Grant West Archie White Jr. Garrett Wilson Jacob Zabel

10 YEARS

Chris Cadenhead
Debbie Collins
Chancey Drew
Rachael Farr
Willie Frazier
Justin Free
Tina Hughes
Mike Jennesse
Daniel Magana
Rex Samuelsen
Kenny Stechly
Luis Mendiola Tabares
Heather Ward
Laurie Wright

20 YEARS

Dave Hultstrand Noah Johnston Jeremy Jones Sergio Medina Jr Rigoberto Richardson Ramiro Torres

30 YEARS

Craig McClendon

PROMOTIONS

These individuals have displayed a strong work ethic and have improved their qualifications in their positions.

MARCOS LOPEZ APODACA General Foreman

BLAKE ATKINS General Foreman JAMES MURPHY

Superintendent

AMY NYE
Construction Coordinator
JESUS VASQUEZ

General Foreman

* Asterisks designate hires made from the Employee Referral Program.

TODD SMITHERMAN

Huntsville Business Journal, Under 40



ndividual Highlights

On May 1, the Huntsville
Business Journal announced
its finalists for the annual Top
40 Under 40 Awards, which
included Project Manager
Todd Smitherman. The Journal
recognized Todd's contributions
to Huntsville's development
and growth through his work
at Redstone Gateway and on
multiple Huntsville Hospital

Health System properties since he moved to the city in 2021. He is also active in the community, proudly supporting local nonprofits such as the Land Trust of North Alabama. In addition, Smitherman has become involved in the local community personally through professional organizations such as Associated Builders and Contractors of North Alabama and the International Facility Management Association. During 2023, Smitherman also served as an Ambassador for the City of Madison Chamber of Commerce. Congratulations to Todd for this remarkable achievement.

AMANDA BRADLEY WITTECK

Birmingham Business Journal



In June, Marketing Manager Amanda Bradley Witteck was named an emerging leader in marketing and public relations by the Birmingham Business Journal, NextGen Awards. Amanda leads marketing and supports business development for our Commercial division and is

the creative mind behind our annual award-winning holiday campaign. In addition to her day-to-day responsibilities, Amanda serves her community in various capacities. She serves on the board for the Girl Scouts of North-Central Alabama and is the chair of the board development committee, leads the NextGen Young Professionals Group within Robins & Morton, advises the Robins & Morton Women's Network, and participates in SMPS Alabama and NAIOP Alabama. Congratulations to Amanda for this distinguished honor.

ONEL OJEDA

Safety Mentorship Program



In July, Onel Ojeda became the first graduate of our new Field Safety Technician Program and was promoted to field safety engineer.

"This special event not only celebrates Onel's successful completion of the Field Safety Technician Program and the beginning of his new role as field safety engineer with Robins & Morton, but also the project team and the great mentors that have helped him through this process," Director of Safety Development aid

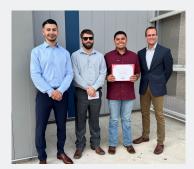
Corey Kennedy said.

Onel reflected on the experience. "The Robins & Morton Field Safety Technician Program has been an invaluable asset to my development," Onel said. "I particularly appreciate the balance it strikes between learning essential policies and procedures and allowing me to retain my personality. This program has empowered me to excel in my role and contribute meaningfully by helping others. This program embodies the spirit of a company that cares and fosters a sense of belonging."

Congratulations to Onel for this significant achievement. Read more about the Field Safety Technician Program on HUB and contact Corey Kennedy for any questions about the program.

NEWSCORNER

San Antonio Office Awards Second **Robins & Morton** Scholarship to **Hondo Student**



In May, our San Antonio office awarded its second Robins & Morton Scholarship to a Hondo High School student.

San Antonio Division Manager Eric Groat and Robins & Morton team members Isaac Garcia and Shane Wolff — also Hondo High School graduates — presented senior Devin Rivera with a certificate and a commitment to support his future career in construction.

ABOUT THE ROBINS & MORTON SCHOLARSHIP

Last May, our San Antonio office created the Robins & Morton Scholarship to be awarded to a local high school student planning to attend

trade school or pursue a degree in construction, engineering, architecture, or a related field. The award not only offers the recipient financial support, but also offers networking and mentorship support from the Robins & Morton team.

Project Engineer Isaac Garcia, the driving force behind the program, is a graduate of Hondo High School and is passionate about giving back to his hometown while also growing the architecture, engineering, and construction (AEC) workforce. Also a Hondo High alum, Field Superintendent Shane Wolff is on deck to mentor scholarship recipients.

Devin Rivera graduated from Hondo High School in May with ambitions to build a successful career in the construction industry. He plans to earn a welding certificate from Southwest Texas Junior College and continue his education at the University of Texas at San Antonio to earn a degree in business. He hopes to equip himself with the skills to "contribute meaningfully to the workforce and my community." Devin is particularly connected to the Hondo community, where his

Beyond his education plans, Devin has high hopes for what he will accomplish throughout his career. Devin has already distinguished himself academically, maintaining his place in the National Honor Society and earning a State Finalist title in the 2024 Presentation Team category with Business Professionals of America, a student organization.

Outside of his studies, Devin also works to better the Hondo community through volunteering and service with the Hondo Lions Club, Rick Taylor Recreation Center, and the National Honor Society.

"I envision myself not only achieving personal success but also creating opportunities for those within the trades industry."

"Since I've joined the

network, I've built

relationships with

women who can

both mentor me

Jazmine Melton

and relate to me."

Devin Rivera

SUCCESS STORIES FROM HONDO

Just one year after establishing the Robins & Morton Scholarship, our team has already seen how it can impact a student's life. Last year's recipient, Leyson Palomo, has maintained regular contact with Isaac, and their relationship has grown into an invaluable mentorship.

Robins & Morton WOMEN'S NETWORK

Women's Network.

The Women's Network has continued to gain steam throughout this year, engaging more members, and providing monthly professional development, education, and relationship-building opportunities.

"The Women's Network has helped build my confidence, helping me believe in the hard work and skills I bring to the table," Project Engineer Jazmine Melton said.

One of the Women's Network's initiatives, Coffee & Conversations, kicked off in the spring and has continued to thrive during the summer. These informal, unrecorded

virtual sessions focus on a topic relevant to members and allow them to openly exchange experiences and ideas once a month. The first session was held in May, and the topic was Work-Life Integration. In June, the topic was Goal Setting and Organization for Success, followed by a discussion on Leadership Styles in July.

The Coffee & Conversations series will continue in the coming months, with September focused on the best leadership advice members have received.

These conversations are live follow-ups to monthly discussion boards posted in the virtual

The Women's Network has received positive feedback from attendees, who find the

conversations to be collaborative, insightful, and validating. Several other resources and initiatives have been launched since the founding of the Women's Network in October 2023. In May, Director of Employee Benefits Susie Brasher

hosted a session educating members on Robins & Morton's benefits that are relevant to women's well-being. In July, one member, Project Assistant Lusy Vasquez, was inspired by the Women's Network to form a study action team, and that group is currently reading and discussing "Dare to Lead"

Project Risk and Insurance Manager and Women's Network Leader Gloria Cook and Susie also recorded an educational discussion, "Postpartum and Family Leave Policy Overview with Fertility and Adoption Benefits," allowing women to learn about our unique family benefits anonymously. The session included a Q&A segment based on survey

results from the Network. The recording is available on Litmos. While there are many exciting activities ahead, Network leaders are especially excited about the first anniversary and their planned virtual celebration on November 7, featuring Women Talk Construction podcasters Angela Gardner and Christi Powell.

NextGen

This summer, our NextGen Young Professionals Group launched the Building Your Path series. This bi-monthly event features a 15-minute discussion with a leader at our company, followed by a Q&A segment during which attendees are able to engage directly with the leaders. The first session on June 13 featured Preconstruction Estimator Justin Free and is available as a recording on Litmos.

NextGen received positive feedback after the session, and attendees found the conversation to be engaging, interactive, and down-to-earth. "I loved hearing from Kaitlin and Justin, because they have unique, varied perspectives and are young professionals themselves," Communications Coordinator Sarah Gronberg said.

"They were inspiring while also being relatable, and the relaxed, low-stakes structure made newer team members like me feel comfortable." The next Building Your Path session will be in September.

In the coming months, NextGen is also continuing to support regional events, finalizing its HUB page with training and resources, and engaging new regional representatives. Leadership applications are currently being developed, and NextGen's goal is to welcome new regional leaders by the end of the year. If you would like to contribute to NextGen's mission and future, keep an eye out for the application and contact Marketing Manager Amanda Bradley Witteck with questions.

VETERANS NETWORK

In May, our Veterans Network completed the relaunch of RED Shirt Fridays, supporting both the mission of the network and this year's cause, K9s for Warriors. After the Remember Everyone Deployed (RED) t-shirts were delivered, teams across the company have been proudly wearing them every Friday.

Through this campaign, our team raised \$5,000 for K9s for Warriors, and in June, several of our Veterans Network leaders got to see the donation's impact for themselves. Senior Mechanical Preconstruction Manager Kyle Davis, Director of Corporate and Operational Technology David Pratt, and Senior Preconstruction Manager Jeff Butler visited the K9s for Warriors campus in Ponte Vedra, Florida. They spent several hours touring the facility, meeting the dogs, and hearing stories from the team there. K9s for Warriors not only supports veterans, but also rescues dogs from high-kill shelters — "Saving Lives at Both Ends of the Leash."

"It was very moving to hear how this organization is impacting lives," Kyle said. "They're also growing tremendously, and we're excited to be a part of that."

Through the rest of the year, the Veterans Network will be refocusing on the Veteran Mentorship Program to better serve the needs of current and future members. Originally, the program's purpose was to assist new, veteran team members as they transition out of the military and into civilian life. Now, the Network plans to expand the program, making it accessible to all members who would like to serve as, or seek, a mentor.

In the future, the Veterans Network will continue to find ways in which our veterans can support each other, as well as our clients and our communities.

THANK YOU to Our Largest-Ever Intern and Co-op Cohort

This summer, we welcomed our largest cohort of co-ops and interns yet. The 64 team members worked on 33 jobsites and in three offices across nine states, serving in field operations, preconstruction, project management, marketing, and government services roles. They came from 21 schools, and 30% returned from

In addition to participating in our program, co-ops and interns came together to learn from company leadership at our annual Co-op and Intern Summit on June 27 and 28 in Jacksonville, Florida, at the Sawgrass Marriot Golf Resort & Spa.

previous semesters.



Former co-ops Thalia Morejon

and Landon Day - now in full-time

joined the students at the summit as

professional mentors. After "Dinner

on the Deck" on Thursday evening,

participants enjoyed a busy Friday,

which included a company update

from President and COO

teambuilding activity,

During the Town Hall,

Thalia and Landon took

center stage alongside

President of Operations

Robin, Executive Vice

Derek Gregg, and

Vice President Mark

Mattox. The panelists

Robin Savage, a

and a Town Hall.

project and field engineer roles -

shared insights from nearly every level of leadership within Robins & Morton, and their experiences are connected with an important throughline — all panelists began their careers at Robins & Morton as co-ops and interns.

"This summit was really valuable to me as an intern because it gave me a look behind the curtain, seeing how Robins & Morton works at a high level, and I also learned how I could be valuable to the company. Now, we can relate to the [co-ops and interns], because we were in that phase of life just a couple years ago."

During the summit's activities, the interns and co-ops made meaningful connections and gained insight — all while having fun.

Marketing Intern Avery Thrower's favorite part of the summit was interacting with peers from all

> over the nation. "Each team member had a unique experience with Robins & Morton, and it was great to connect with them," she said.

Not only did the team members get to interact with one another, but they also interacted with experienced professionals and executives. "My favorite part of the summit was the Town Hall with speakers such as Robin Savage, Mark Mattox, and Derek Gregg," Preconstruction Intern Trent Thompson said. "They gave great insight into the industry and shared their own stories to show how to advance within the company. They gave me a new perspective on the construction industry and how Robins & Morton builds.

These interns and co-ops will carry the lessons learned and the connections made for years to come. "The summit gave me a glimpse into what a career with Robins & Morton could look like, and it's already impacted my future," Avery said.

Landon Day

PROJECT UPDATES

AdventHealth Daytona Beach

Daytona Beach, Florida

In April, Robins & Morton, AdventHealth, and architect HuntonBrady joined together to celebrate the start of a \$220 million, 240,000-square-foot addition at AdventHealth Daytona Beach. The construction includes vertical expansions in two existing areas totaling five stories. This will add 104 new beds, including intensive care and progressive care beds, an expanded cardiovascular intensive care unit (CV-ICU), and a dedicated neuro-ICU unit. It will also grow support services, including an expanded sterile processing unit; a new and enlarged pharmacy; a new laboratory department; and expanded imaging modalities, including an additional CT and MRI. Once completed, the Daytona Beach hospital in Florida's Volusia County will grow from 362 inpatient beds to 466 beds and will become just under 1 million square feet in total. Additionally, the number of surgical suites will expand from 18 to 22. Designed with future growth in mind, this project will also give AdventHealth Daytona Beach the ability to quickly expand inpatient beds and surgical suites even further in the future. The expansion project began in July and is expected to be completed by fall 2026.



Mayo Clinic Integrated Oncology Building

Jacksonville, Florida



This spring,
Robins & Morton took
significant steps toward
delivering innovative
cancer care at Mayo
Clinic's Integrated
Oncology Building
on its Jacksonville,
Florida, campus.
When the new facility

— designed by Perkins&Will — is complete in 2025, it will stand three stories and span 250,000 square feet, including two proton beam treatment rooms, one carbon ion treatment room, two linear accelerators, CT and MRI patient imaging, patient exam areas, and treatment planning spaces for clinical staff. We look forward to delivering a space for our long-term client to provide innovative, first-of-its-kind care in the Western Hemisphere to its many patients from across the globe.

UHealth at SoLé Mia

North Miami, Florida



We joined the University of Miami Health System to celebrate the topping out of UHealth at SoLé Mia on April 5. The seven-story, 363,000-square-foot medical center is being built on 10 acres in North Miami's master-

planned community of SoLé Mia, a 184-acre mixeduse project led by developers LeFrak and Turnberry. Set to be UHealth's largest outpatient medical facility when it opens in 2025. UHealth at SoLé Mia will serve communities in north Miami-Dade and south Broward counties, and beyond. The facility will offer academic healthcare specialties, including cancer care from Sylvester Comprehensive Cancer Center, the only cancer center in South Florida to earn designation from the National Cancer Institute; advanced vision care from the No. 1-ranked eye hospital in the country, Bascom Palmer Eye Institute; urological treatments fro the Desai Sethi Urology Institute; care from nationally ranked neurology and neurosurgery programs; and specialties such as cardiology, endocrinology, otolaryngology, gastroenterology, dermatology, physical rehabilitation, and others. The center will feature ocean and lagoon views, as well as a six-story, 306,815-squarefoot parking garage and open green spaces.

AdventHealth Waterman Inpatient Rehabilitation

Tavares, Florida



Our AdventHealth Waterman team in Tavares, Florida, has begun working on a nearly \$3 million expansion of the hospital's Inpatient Rehabilitation Center, growing from 12 to 22 beds. This unit helps

patients recover from serious medical conditions, and life-altering events or accidents, such as strokes, brain injuries, heart attacks, loss of a limb, or spinal cord injuries, and it includes specialized amenities and state-of-the-art technology. First opened in January 2020 as a 12-bed unit, AdventHealth Waterman reserved space to add more beds in the future. Slated for completion this summer, the construction of these additional 10 beds will address the community's growing needs, as the current unit operated at full capacity throughout most of 2023. When complete, AdventHealth Waterman will grow to a 310-bed facility.

Bank Independent Operations Center

Muscle Shoals, Alabama



We celebrated the topping out of Bank Independent's state-of-the-art operations center in Muscle Shoals, Alabama, on July 8. The four-story, 100,000-square-foot center will house about 300 team members.

allowing Bank Independent to consolidate five offices into one location. It will include spacious offices, functional communal workspaces, training rooms, a café, and a fitness center. The project is scheduled for completion in 2025. It marks the fourth project on which Bank Independent and Robins & Morton have partnered, including 225 Holmes Avenue, Bank Independent Branch & Office Downtown Huntsville, and Bank Independent South Huntsville Branch on Hays Farm. Lambert Ezell Durham is the architect of record and KPS Group is the associate architect.

HCAHealthcareMethodistHospital Stone Oak, Cath Lab Expansion

San Antonio, Texas



Robins & Morton's HCA Healthcare Methodist Hospital Stone Oak catheterization lab renovation and expansion project in San Antonio, Texas, was completed in June. The project included a 7,500-square-

foot expansion of the catheterization lab space, a reconfiguration of storage and recovery spaces, and the addition of three operating rooms. The hospital remained fully operational throughout the project.

Harrah's Cherokee Valley River Casino Resort and Hotel

Murphy, North Carolina



On June 28, we held a topping out ceremony for the new 12-story hotel tower at Harrah's Cherokee Valley River in Murphy, North Carolina. The event, attended by Harrah's Cherokee leadership, dignitaries from the Eastern Band of

Cherokee Indians, and Robins & Morton leadership and construction team members, provided an opportunity to celebrate the project's progress and recognize the collaborative effort of those who have dedicated their time to aid in the project's development. Those in attendance were able to sign the final steel beam to leave their mark on the exciting new amenity. Harrah's Cherokee recently celebrated the completion of the first phase of its \$275 million expansion project in May with the opening of a new 25,000-square-foot casino floor and 10-table World Series of Poker – Poker Room.

Upon completion, the second phase of the expansion project will introduce 296 additional hotel rooms, an indoor pool and fitness center, 12,000-square-foot rooftop restaurant featuring a 12-seat bar and wine cellar, and a 9,600-square-foot spa featuring six treatment rooms, a relaxation lounge, and a salon. The new amenities are on schedule to be completed this winter.

AdventHealth Meadow Pointe

Wesley Chapel, Florida



Robins & Morton joined AdventHealth and Pasco County officials on July 9 to celebrate the groundbreaking of the new Meadow Pointe off site Emergency Room. This new ER, now under construction, will be strategically located

in the rapidly developing area between AdventHealth Wesley Chapel and AdventHealth Zephyrhills. The more than 13,000-square-foot emergency department will have 12 patient beds and 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. HuntonBrady is the architect.



Samford University Freshman Dorms

Homewood, Alabama

In April, we joined Samford University in Homewood, Alabama, for the groundbreaking of its new freshman and Greek housing residence halls. The projects, which will allow the university to address the high demand for oncampus living, are scheduled to be completed in fall 2025.

Tallahassee Memorial Healthcare Panama City Beach \$225,000,000 New Hospital Panama City Beach, FL

AdventHealth Daytona Beach \$156,000,000 Vertical Expansion Daytona Beach, FL

Duke Health \$100,000,000 Cary B200 Building Cary, NC

Shelton State Community College \$60,000,000 Multi-Campus Renovation Tuscaloosa, AL

Mayo Clinic \$40,000,000 Expansion Growth 2 Jacksonville, FL

Universal Health Services Cedar Ridge DeNovo Hospital \$34,000,000 New Hospital Oklahoma City, OK

UF Health Florida Surgical Center \$33,000,000 Operating Room Expansion Gainesville, FL

Johnson Development Associates \$19,900,000 Grain District Parking Deck Spartanburg, SC Samford University \$18,000,000 Parking Deck Birmingham, AL

Memorial Health Savannah \$17,000,000 Renovations to Third, Fourth, and Fifth Floors Savannah, GA

Mayo Clinic \$15,000,000 Third-Floor Imaging and Infusion Jacksonville, FL

AdventHealth Meadow Pointe \$11,000,000 Offsite Emergency Department Wesley Chapel, FL

HCA Spotsylvania Regional Medical Center \$10,000,000 Emergency Department Expansion and Renovation

Fredericksburg, VA
FirstHealth of
the Carolinas
\$10,000,000
Operating Room
Air Handling Unit
Replacement
Pinehurst, NC

Wofford College \$8,000,000 Senior Village Renovation Spartanburg, SC

Aerojet Rocketdyne \$8,000,000 AMF South Construction Huntsville, AL CHS East Georgia Regional Medical Center \$8,000,000 Operating Room Addition and

Addition and Renovation Stateboro, GA

Halifax Health Medical Center \$7,000,000 Seventh Floor Rehabilitation Daytona Beach, FL

HCA Florida Fawcett \$6,000,000 Emergency Department Renovation Port Charlotte, FL

Mayo Clinic \$6,000,000 Patient Tower -Site Utility Package Jacksonville, FL

Halifax Health Medical Center \$6,000,000 Neurosciences Clinical Renovation Daytona Beach, FL

Bibb Medical Center \$5,000,000 Emergency Room Renovation Centreville, AL

Huntsville International Airport \$5,000,000 Concourse Restroom Expansion Huntsville, AL

HCA Las Palmas Del Sol \$5,000,000 Rehabilitation El Paso, TX

Carilion Clinic \$4,000,000 Pedestrian Bridge Roanoke, VA Jennie Stuart Medical Center \$4,000,000 Third-Floor

Third-Floor Renovation Hopkinsville, KY

Nemours \$4,000,000 Additional Beds and Emergency Department Triage Orlando, FL

Duke Health \$4,000,000 Patient Unit Renovation Durham, NC

UNC Rex Healthcare \$4,000,000 Lab Phase 2 Raleigh, NC

University Medical Center of El Paso \$4,000,000 Sterile Processing Renovation San Antonio, TX

Saint Francis Hospital Memphis \$3,000,000 MRI Renovation Memphis, TN

Cuero Community Hospital \$3,000,000 Lab and Pharmacy Renovation Plano, TX

Mayo Clinic \$3,000,000 Sitework Jacksonville, FL

Duke Health \$3,000,000 Infrastructure Upgrade Durham, NC

Encompass Harmarville \$2,500,000 ADA Renovations Harmarville, PA Carilion Clinic \$2,000,000 MRI Buildout Roanoke, VA

Shelby Baptist Medical Center \$2,000,000 CT and Dialysis Unit Alabaster, AL

Harrah's Cherokee Casino Resort \$2,000,000 Canopy Bar Cherokee, NC

Nor-Lea General Hospital \$2,000,000 Miscellaneous Lovington, NM

Ascension
Saint Thomas
\$2,000,000
Interior Renovation
of Second Floor
Nashville, TN

AdventHealth Ocala \$2,000,000 IR Renovation Ocala, FL

AdventHealth Ocala \$2,000,000 GME Renovation Ocala, FL

First Coast Orthopedic Center \$2,000,000 Operating Room Jacksonville, FL

\$2,000,000
Orthopedics and
Neurosurgery
Renovations
Columbia, SC

Novant Health East Cooper Medical Center \$1,000,000 Parking Lot Expansion Mount Pleasant, SC

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Project Updates

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Company News

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By the Numbers

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Giving With

ω

Modern Healthcare

Ranking

2

Leadership Letters

Strengthening Our

Learning Culture

 ∞

Recently Awarded

Projects

Lausanne Collegiate School \$1,000,000 Enabling Work Memphis, TN

Cleveland Clinic Florida Indian River Medical Center \$1,000,000 Dishroom Vero Beach, FL

Saint Thomas River Park \$1,000,000 Sterilizer Room Renovation Nashville, TN

AdventHealth
New Smyrna Beach
\$1,000,000
Infusion, OR Robotics,
Lin Accelerator
Renovation
New Smyrna Beach, FL

South Lake Hospital \$1,000,000 Women's Center Finish Upgrades Clermont, FL

University of North Florida \$1,000,000 Continuing Services Jacksonville, FL

Mayo Clinic \$1,000,000 Patient Room Pilot Jacksonville, FL

Valencia College \$1,000,000 Optics Lab Renovation Orlando, FL

Halifax Health Medical Center \$1,000,000 Imaging Daytona Beach, FL Halifax Health Medical Center \$1,000,000 Core Lab

Core Lab
Daytona Beach, FL

UNC Rex Healthcare \$1,000,000 Operating Room Equipment Replacement Raleigh, NC

Labcorp \$1,000,000 Airplane Hangar Birmingham, AL

Frye Regional Medical Center \$1,000,000 MRI Buildout Hickory, NC

Johns Hopkins All Children's Hospital \$1,000,000 MRI Buildout St. Petersburg, FL

AdventHealth Tampa, Pepin Heart Institute \$1,000,000 Catheterization and Electrophysiology Lab Tampa, FL

Frye Regional Medical Center \$500,000 Linear Accelerator

Linear Accelerate
Hickory, NC

Duke Health

\$330,000 Imaging Services Renovation and Equipment Replacement Durham, NC

University of Miami \$100,000 Stairwell Upgrade Miami, FL

ROBINS & MORTON

Page 3 Modern Healthcare Ranking







400 Shades Creek Parkway Birmingham, AL 35209

STREAMING CUITURE: Now Large - Scale Operations - and Outline - Focuse of Court pany's work has directly reflected our Values. From our earliest days, our company's work has directly reflected our Values. Through heapty Salety, Client Focus and Earliest Salety (Single Formation Form