

NEWSCORNER

Celebrating

10

years of

"I remember the exact moment, the spark,"
Director of Building Forward® and Lean Practices
Jennifer Lacy said.

"I thought, 'We're about to do something that the rest of the industry isn't doing.'"

In that moment, she was sitting in the back of the room at an onboarding session for our North Central Baptist Hospital Orthopedic Surgery and Patient Tower expansion project in San Antonio, Texas. She listened to the leaders' visions for Collaboration, Continuous Improvement, Leadership Development, and Creating a Learning Culture — the principles that, years later, would be known as Robins & Morton's Building Forward® tenets.

Ten years later, that spark has transformed our operations, reinforced our culture, and differentiated us from our competitors.

"This initiative was a commitment to formalizing what we always were — a people-first organization," Project Director Josh Young said. "We emphasized treating everyone with respect and focusing on teamwork, both at a project level and within the company, which then extended to our business partners. We led with a cultural foundation, not tools or processes, and it gave our people a way to contribute at every level. It gave us purpose."

Giving Culture a Name

Though Building Forward® was formalized 10 years ago, its origin story spans decades, with partnerships and pilot projects proving its value.

In 2015, Senior Vice President Robert Gambrell formed the steering committee charged with creating a more defined project delivery structure to achieve consistently successful results. Robert's inspiration came from two projects that were in progress in 2010, more than 1,600 miles apart. One project focused on culture and the other on Lean tools. Separately, the projects were not achieving their full potential, but when they combined their learnings, the outcome was undeniable. At that point, he knew we were really onto something.

"Ideas come together most effectively in the right environment," Robert said. "Recognizing this, Robins & Morton began to develop a blended delivery process, which we would later call Building Forward®. It began as a grassroots effort that transformed into a truly innovative way to deliver projects."

The blended delivery process, paired with its tenets — Collaboration, Continuous Improvement, Leadership Development, and Creating a Learning Culture — became the structure for the movement.

"It was a really reinvigorating time," Operations Manager and Leadership Team Member Marshall Scott said. "We were discussing new approaches and the teaming aspect, focusing on getting better and doing so alongside our peers — it was infectious. It gave everyone the opportunity to participate, challenged us to innovate, and enhanced our people-focused culture."

Within a year, this movement received a name that aligned with our Building With Purpose® commitment: Building Forward®.



Want to learn more about the origins of Building Forward®?

Scan the QR code.

Starting Small, Growing Organically

But how do you convince hundreds of people to get on board with an idea like Building Forward®? The movement's pioneers recognized that rethinking the company's culture wouldn't be easy, and it wouldn't happen overnight.

"As a whole, we felt that we were going to find a better way to do things," Operations Manager and Leadership Team Member Johnathan Peavy said. "We placed the human element at the center of how we were going to work together, from our team members to our trade partners, and beyond, and I think there was a lot of excitement for that kind of future."

The steering committee and several pilot projects coached other project teams and reported how it was working. From there, Building Forward® began to work its magic. New advocates were added to the group, and they implemented Lean tools and practices through regular collaboration.

"If I could go back and tell all of us who were just starting out one thing, I'd say, 'Trust the process. Don't be afraid to fail and make yourself vulnerable. Try,'" Johnathan said. "When you have the mindset that you're always learning, you'll grow. That's what Building Forward® has done. It challenged us to push ourselves, share with our peers, and perform beyond what we may have believed we were capable of."

By 2019, our Building Forward® approach had become such an integral part of our partnerships, culture, and operations that it received its own leader and its own event. That year, Jennifer was designated as Building Forward® Lean Practice Leader, and the first Building Forward® Connect event — a company-wide opportunity to learn and make connections — was a success.

To keep the collaboration going beyond our Building Forward® Connect events, the whole company was invited to a monthly Building Forward® Spotlight Call, which remains a fixture on our team members' calendars. Every tool, tenet, and training made our people happier, safer, and more productive, all while building projects that made a lasting, positive impact on our communities.

"Robins & Morton developed a methodology that adds value, eliminates waste, and engages everyone who is touched by the process," Robert said. "This type of thinking gives everyone a sense of ownership of their work, allowing each team member to know that what they say and do has merit. Having holistic buy-in and a willingness to be better every day is an unstoppable movement."



"The evolution that we've seen in our Building Forward® approach is not typical of construction," Jennifer said. "We've been able to do something great, and we'll continue to."

Evolving to Guide and Support

Ten years after Building Forward® was formalized, it has become fully integrated into our operations, but there's still work to be done.

As our company grows, Building Forward® will continue to help us navigate change and support our strategic goals and initiatives. The release of our updated Quality Management Policies is an example of this. The Building Forward® leadership team, core team, and advocates have been key supporters of our quality efforts, which align closely with our Building Forward® approach. To emphasize the policies' importance, Building Forward® launched the new Quality Unplugged series, a supplement to the monthly Building Forward® Spotlight Call.

"We need a cross-section of voices," Jennifer said. "We need to hear from entry-level people coming in, and we need to hear from people who have seen our history and the transition of Building Forward®. I want our team to hear from people they've never heard from before."

This is just a glimpse into the many ways that Building Forward® guides and supports our people and processes, and it's a never-ending process, one that continues to set us apart.

"Looking back over the last 10 years, Building Forward® turned out the way we hoped it would," Marshall said. "We were optimistic about how much influence it could have and the transformation that would come of it, but Building Forward® has continued to grow even beyond what we believed. Ten years later, it's who we are."



From the Chairman and CEO
Bill Morton



Our latest sales forecast shows we are closing in on our sales goal of \$2.6 billion. It's going to be close, but if we achieve our goal, we will end the year with a healthy backlog of around \$3.4 billion. On another positive note, we now have the highest level of awarded work for the upcoming year in our history.

As you know, we decided 10 years ago to create a management approach we called Building Forward®. The four guiding tenets of Collaboration, Continuous Improvement, Leadership Development, and Creating a Learning Culture fit nicely with the partnering approach we were already using. We found these added tenets paired with our partnering focus enhanced client satisfaction, increased our efficiency, and

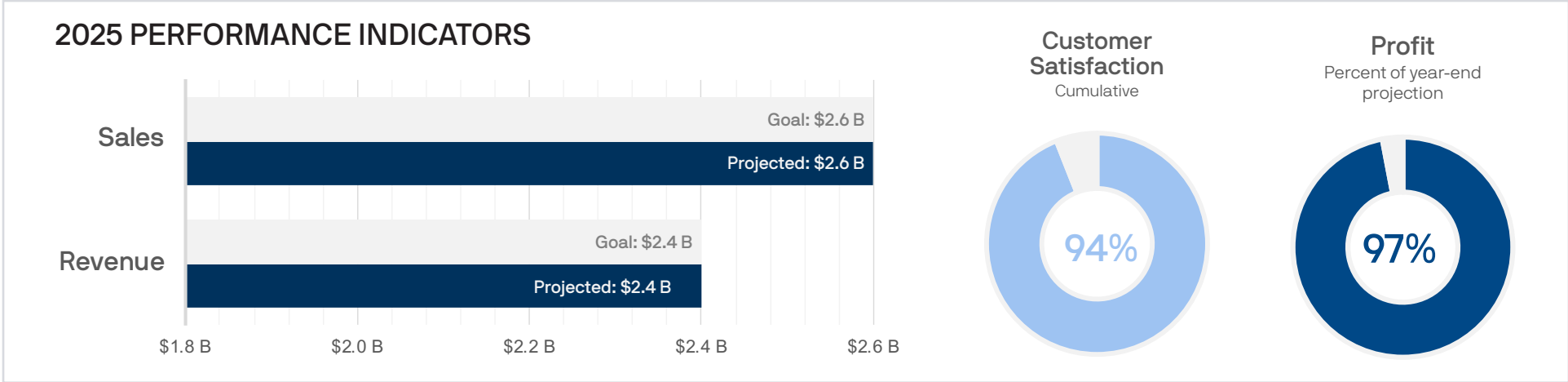
strengthened communications. Overall, I believe Building Forward® has made us a better company.

Our Building Forward® approach is the front-page topic of this Newscorner. The article tells the full story of its implementation and success. Thanks to each of you who has played a part in making Building Forward® such an integral part of the way we plan and execute projects.

Our 2024 State of Healthcare Construction report won the Silver Anvil Award of Excellence sponsored by the Public Relations Society of America (PRSA). Our entry was focused on the report and our campaign to support its release. The Silver Anvil Awards acknowledge the nation's best strategic public relations campaigns and organizational excellence. Congratulations to our Marketing and Communications department for this outstanding achievement and for representing Robins & Morton so well.

In June, I had the privilege of attending the ribbon cutting ceremony for the new Proton and Carbon Ion Cancer Center (Duan Family Building) at the Mayo Clinic in Jacksonville, Florida. This new 228,000-square-foot facility will house the first carbon ion therapy program in the Americas. I was extremely impressed with the complexity of the building and the performance of our Mayo team. Of particular note was the fact that we self-performed the concrete work, which included some 14-foot-thick concrete walls. Congratulations to the entire Robins & Morton Mayo team for a very successful project.

Thank you for all you do each day to take care of our clients. Your hard work, dedication, and whatever-it-takes approach is what sets us apart in the industry. A heartfelt thanks to each of you for your personal contribution to our success. ■



Celebrating 10 Years in Miami and Spartanburg

In 2015, we established offices in Miami, Florida, and Spartanburg, South Carolina. Over the past decade, our permanent presence in these communities has led to transformative projects — from expanding the Joe DiMaggio Children’s Hospital in Hollywood, Florida, to building the beautiful AC Hotel in downtown Spartanburg. As we’ve helped shape the skylines of these two cities, we’ve also made an impact in the communities through our Building With Purpose® commitment.

Congratulations to our Miami–Fort Lauderdale and Spartanburg offices for reaching this milestone.



“This group allows us to make decisions together as a company,” David said. “We’re giving our people more control and power to shape the future of our technology strategy and, in turn, the industry.”

Powering Up Our New Operational Technology Steering Committee

This spring, 21 team members from across our departments and projects gathered for the first meeting of the new Operational Technology Steering Committee (OTSC).

The OTSC will help us maintain an industry-leading technology strategy — one that is adaptable, effective, and secure.

Led by Director of Corporate and Operational Technology David Pratt and Senior Vice President Mike Thompson, the OTSC has four subcommittees, each with a distinct purpose.

- **Technology Integration and Standardization:** Streamline the integration of existing tools, reduce redundancies, and improve cross-departmental workflows.
- **Data Analytics and Decision-Making:** Leverage data for insights, improve decision-making, and develop metrics for success.
- **Emerging Technologies and Innovation:** Evaluate and pilot emerging technologies such as AI, robotics, and digital twins; drive innovation; and maintain industry competitiveness.
- **Cybersecurity and Compliance:** Address cybersecurity risks, ensure compliance, and promote best practices for data safety and regulatory adherence.

Current priorities for the entire group include identifying the best AI tools for our needs, ensuring cybersecurity compliance, enhancing our data analytics practices, and developing KPIs for the group itself.

As new technologies, threats, and needs emerge in the coming years, this committee will be key to ensuring that we best use technology to help fulfill our mission.



2024 Results from Our Contractor’s Commitment

In March, our Sustainability Council reported on our 2024 Contractor’s Commitment results, which reflect the incredible progress we’ve made toward building green on every single project.

The Contractor’s Commitment is divided into five categories: carbon, wellness, waste, water, and materials. Each category has specific requirements to meet the commitment. If a project meets the category requirements, it contributes to the percentage goal.

For the wellness, waste, water, and materials categories, 30% of our projects by revenue must achieve the categories’ requirements for us to maintain our recognition. In 2024, our projects exceeded the goal of 30% achievement for every category.

Throughout the year, we implemented processes to improve our operational efficiency and sustainability, and we achieved incredible results as a company.

- 99% of our projects implemented sustainability commitments
- 100% of our projects reported implementation of waste management plans
- 54% of project waste was diverted from landfills
- 85% of our offices implemented strategies to improve sustainable operations

Earth Month Impact

As we reflect on the results of Earth Month, we are encouraged by the engagement of so many of our projects and offices, including the increased number of Earth Month pledges — 70 more than last year.

We extend a heartfelt thank you to our team members who are helping us minimize our environmental impact one small step at a time.

453 total pledges



~364 hours of positive environmental impact

28 offices and projects involved

16 different events
11 community cleanups
5 other events

182 contributors
team members, clients, trades, friends, and family

In return for your pledges and participation, we have planted 635 trees, reducing 318 metric tons of CO2 emissions from the atmosphere and generating \$1,588 in downstream community income and benefits.

Earth Day Cleanup Toolkit

This Earth Month, our Sustainability team introduced a new resource to help our teams impact our communities: the **Earth Day 2025 Cleanup Toolkit**. Inside the toolkit is everything needed to locate or organize a successful cleanup, including a recommended timeline and tips. We look forward to seeing our teams continue to use this resource.



Scan the QR code to view the Cleanup Toolkit.



100% Customer Satisfaction for 2024

We are proud to give our clients world-class customer service — the kind that cultivates long-lasting relationships. At the end of our projects, a third party surveys our clients on preconstruction, construction, and post construction, as well as miscellaneous topics and overall ratings. We have maintained an overall average of **94%** since the inception of this survey in 1993. Congratulations to the project teams featured below that received **100%** results on their customer satisfaction client surveys in 2024.



Project Name	South Texas Health System Edinburg	South Texas Health System Edinburg	Frye Regional Medical Center
Location	Edinburg, Texas	Edinburg, Texas	Hickory, North Carolina
Type	Operating Room Expansion	Tower Addition and Renovation	Catheterization Lab and Operating Room Renovation
Start Date	September 2023	November 2020	March 2023
End Date	July 2024	January 2023	August 2023
Cost	\$8,116,330	\$71,207,365	\$3,092,299
Team Members	Ashley Dyer Jennifer Franklin Jose Guerrero Jerry Marshall Ron Morris Miriam Oseguera Layla Patterson Rusty Spray Jacquie Stamper Karen Thompson Richard Turner	Felix Aleman Daniel Alonso Jeremy Bolton William Byrd Ben Coode Lesther Trochez Cruz Joshua Davis Ashley Dyer Jennifer Franklin Dusty Gallas Peyton Gambrell Robert Gambrell Jose Guerrero Doyle Kirchman Connie Lantrip Jerry Marshall Mark Mattox Cindy May Ron Morris Miriam Oseguera Briana Robinson Chris Robinson Dalton Sizer Rusty Spray Jacquie Stamper Karen Thompson Richard Turner Paul White Trey Williams	Michael Ard David Biddy Greg Curry Jesse Golden Stephanie Harbison Gene Jobe Charles Miller Jeff Morrisette Todd Osborne Layla Patterson Michael Roberts Greg St. Cyr Donny Williams

From the President and COO

Robin Savage



Happy 10th birthday, Building Forward®!

Congratulations. You've made it through a

wonderful childhood and are about to enter adulthood — and things are about to get really good.

For more than 10 years, we have been experiencing a cultural change that we define as Building Forward®, a positive way of thinking about how we do business and even what we do in our personal lives.

To fully understand this cultural shift, it's important to know how we got here. It's been a great decade, but we should know that the ideas behind Building Forward® started long before that. In fact, the roots of this change began in the late '70s when the company changed to a partnership-based business model and moved away from being a hard-bid, low-cost provider that was competing in a tough market.

For the next two decades, we realized how important it was to view business, people development, sales, and operations with a goal toward collaboration and improvement. With this shift in our business philosophy, the company became poised for a much more formalized initiative, which we now call Building Forward®. It was necessary to go through many years of partnering in the business world to prepare us to develop this unique culture and attitude.

So, what was the catalyst for making a decisive move toward this cultural change? The entire industry was wrapped up in approaches like The Toyota Way and formalized QC methods like TQM and ISO

9000. Although some great ideas came from those programs, these structured, prescriptive methodologies didn't fit our culture or direction at Robins & Morton. We have always been heavily focused on good policies and procedures and doing things with organization and method, but what we needed was cultural development that made us do things right because it was positive, intuitive, effective, and gave us a sense of accomplishment. It was also important that it be "people centered." We needed a custom fit.

We developed the four tenets — Continuous Improvement, Collaboration, Leadership Development, and Creating a Learning Culture — that became the foundation of Building Forward®. These have served as our guiding principles in establishing the vision and actions as we moved forward. We created some tools to guide us in implementing the culture and to establish accountability. These tools were centered around important communications like conditions of satisfaction, alignment, and stand-up meetings. We experienced some very successful projects, such as MaineGeneral Medical Center and Cherokee Indian Hospital, which had highly collaborative clients and focused on production and real teamwork. These projects became examples of how this shift in culture could be well applied, and we learned from them. We also added a dedicated position within the company to promote, educate, and train our leaders on the tenets and tools. We are fortunate to have the energy and dedication of Jennifer Lacy to fill this position. The combination of this cultural attitude, a sensible bank of tools, and our four tenets has created a powerful approach to every aspect of how we conduct business, and even in our personal lives.

The question has been asked: What's not to like about this? The biggest challenge is that it represents CHANGE. Not surprisingly, there has been some resistance because it takes effort and adaptability to make a change, and it gets us out of our comfort zone. After all, we've been successful for many years. Why change?

Over the last 10 years, we have moved beyond that attitude and are beginning to experience the real benefits of this accomplishment. A case can be made that Building Forward® is a significant contributing factor in some of the best years in our company's history. Sales, revenue, and profit have all steadily risen during this time. Most importantly, people development and satisfaction within our jobs seem to be steadily improving. With that being said, we certainly still have room for improvement, growth, and refinement.

The future of Building Forward® looks very promising and has great potential to take us to a higher level of cultural accomplishment, but we need to continue with energy and enthusiasm. Most importantly, we need to see the value in it. Currently, our participation level is 89% on our projects, with about 65% actively reporting on a monthly basis. The level of true engagement is accelerating as the adoption of culture and tools becomes our norm. However, the bottom line is that each of us has to make a personal decision on accepting and implementing Building Forward® into our daily professional lives. From a company perspective, it's how we do business now, but it is only successful when each of us buys into the culture.

It's been a great 10 years, and the best is yet to come. Thanks to everyone for your efforts in making us the best we can be. ■



INDUSTRY LEADERSHIP



2025 TOP HEALTHCARE CONTRACTORS



ABC TOP PERFORMERS LIST

We are honored to be ranked No. 1 nationally in the healthcare sector on Associated Builders and Contractors' 2025 Top Performers list. This recognition is a testament to the contributions of all our team members every day as we serve our communities.



PRSA SILVER ANVIL AWARDS

Our Marketing and Communications team was honored to receive a Public Relations Society of America (PRSA) Award of Excellence recognizing their work on our 2024 State of Healthcare Construction Report and its associated promotional campaign. Together with Reilly Communications, the team also received the first-place award in the Promotional Campaign category at the Society of Marketing Professional Services (SMPS) Boston 2025 Best & Brightest Awards Gala.



ABC FLORIDA GULF COAST, EXCELLENCE IN CONSTRUCTION AWARDS

In May, our AdventHealth Riverview team won the ABC Florida Gulf Coast Chapter 2025 Excellence in Construction Eagle Award.



BEST ADOPTION-FRIENDLY WORKPLACES

In June, we were named a 2025 Best Adoption-Friendly Workplace by Dave Thomas Foundation for Adoption. We ranked No. 1 in the architecture, engineering, and construction industry.



MODERN HEALTHCARE TOP GENERAL CONTRACTORS

Since Modern Healthcare magazine began publishing its top general contractors list, our company has ranked among the top 10. In the most recent rankings, we took the third-place spot. The list ranked companies by the total construction cost of completed healthcare projects in 2024. Last year, we completed \$1.8 billion in healthcare projects encompassing 3.5 million square feet.

SHARING OUR EXPERTISE
AND ENTHUSIASM

TEXAS A&M DEPARTMENT OF CONSTRUCTION
SCIENCE GUEST LECTURE



This spring, the Texas A&M Department of Construction Science welcomed several of our Texas team members to their classroom for a guest lecture. Division Safety Director TJ Fernandez, Preconstruction Division Manager Tom Thibeaux, and Division Superintendent Mitch Rothe shared their experiences in the construction management of steel and concrete structures, specifically as it relates to mobile and tower cranes.

BUILDING HEALTHCARE IN ALABAMA PANEL



In March, Operations Manager Ashley Dyer moderated a panel discussion at the Association of Medical Facility Professionals (AMFP) event focused on building healthcare in Alabama. Healthcare leaders John Walsh (Orlando Health), Daniel Listi (Baptist Health Princeton Hospital), Christi Napper (Children's of Alabama), and Thomas Boyle (Encompass Health) provided valuable insights and engaging conversation on how health systems are addressing challenges and building the future. The panel was based on questions and insights featured in Robins & Morton's State of Healthcare Construction Report.

ACHE OF SOUTH FLORIDA PANEL AT
BROWARD HEALTH NORTH



During Earth Month, Operations Manager Johnathan Peavy joined the American College of Healthcare Executives (ACHE) of South Florida for a panel at Broward Health North to discuss green hospitals and healthcare. Johnathan and other industry leaders delivered valuable insights into how sustainable building and design can enhance staff and patient experiences, reduce waste, and contribute to resilience.

ABC FLORIDA EAST COAST SPRING
2025 GC SHOWCASE



Our Miami–Fort Lauderdale team participated in the ABC Florida East Coast Spring 2025 GC Showcase at the Kaseya Center in Miami, where we connected with commercial contractors and industry leaders and shared information about the projects we are working on in South Florida.

SOUTH CAROLINA SOCIETY OF HOSPITAL
ENGINEERS SPRING CONFERENCE



Our team participated in this year's South Carolina Society of Hospital Engineers Spring Conference, hosting a pricing game at our booth as a fun way to connect with industry leaders.

SMPS SOUTH FLORIDA HEALTHCARE PANEL

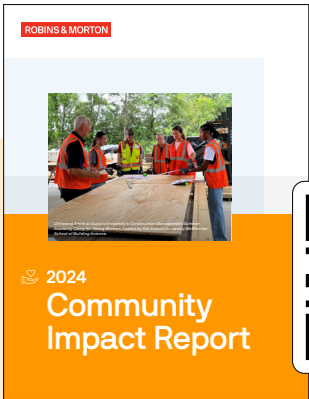


This June, our Miami–Fort Lauderdale team participated in Society of Marketing Professional Services (SMPS) South Florida's "Driving Value in the Healthcare Built Environment" panel, during which they discussed evolving trends, from delivery methods and master planning to emerging tech and patient-centered care.

Giving With
Purpose

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

Our Giving With Purpose initiative is guided by the compassion of our people, who commit to serving the communities we call home. In our **2024 Community Impact Report**, we share several service events led by our team members last year, as well as the cumulative impact of their efforts.



Scan the QR code to view the report.



This Valentine's Day, our Miami–Fort Lauderdale team members spread support for The Pantry of Broward. The team held a peanut butter and jelly donation drive and collected 110 pounds of food to help address the needs of seniors in our community.



Our San Antonio team once again had the opportunity to support Hill Country Daily Bread Ministries. Our team members assisted with setup for the organization's 25th Vision Dinner Fundraiser, an event dedicated to helping families and children overcome financial hardship.



With several team members on the Red Shoe Crew, our Raleigh–Durham team attended the Ronald McDonald House Charities of the Triangle's 26th Annual Welcome Home Dinner Party, which benefits programs in Chapel Hill, Durham, and Raleigh, North Carolina.



In March, our Nashville team participated in the second annual Sporting Clays for Cancer event, hosted by Baptist Memorial Health Care in Memphis. This year, the event raised more than \$50,000 for the Baptist Cancer Center Patient Assistance Fund, which provides crucial resources to cancer patients in need.



Our Tampa team was honored to be the presenting sponsor for St. Joseph's Children's Hospital Foundation's 2025 Heroes Ball. Nearly 900 guests attended the event, and a record-breaking \$2.6 million was raised for St. Joseph's Children's Hospital to grow its Nurse Navigators program so families have the support they need when it matters most.



Our Orlando team went fishing for a cause, participating in AdventHealth West Florida's 2025 Fishing Tournament. The event supports life-changing cardiac programs and services throughout local AdventHealth hospitals.



Our Miami–Fort Lauderdale team had a fantastic time at the 12th Annual Broward Health Ball, held at the Seminole Hard Rock Hotel & Casino in Hollywood, Florida. The "Black Tie Optional with a Tropical Flair" theme set the stage for a memorable evening of dining, entertainment, and philanthropy.



Our Huntsville team was excited to partner with Downtown Huntsville for its Downtown Open 2025. Our Huntsville Hospital Madison Street Tower project team designed and built a mini-golf hole complete with a concrete structure, tower crane, and excavation sand trap.



This spring, our Miami–Fort Lauderdale team had a wonderful time at the 48th Annual Black-Tie Ball held at the stunning Breakers Palm Beach. The event benefited Jupiter Medical Center Foundation, the fundraising organization for the only nonprofit hospital in the area.



Our Raleigh–Durham team visited the Ronald McDonald House Charities of the Triangle and prepared 60 meals for families whose children are receiving medical care.



In April, our Texas team stepped back into the Roaring '20s as they joined the University Medical Center Foundation of El Paso for a night of jazz, glamour, and philanthropy. The evening was dedicated to honoring the strength of survivors, the heroic efforts of first responders and medical teams, and the ongoing need to strengthen trauma care in the region.



Our Charlotte team participated in the 2025 AIA Charlotte CANstruction event at this year's Charlotte SHOUT!, an annual art and culture celebration benefiting the Second Harvest Food Bank of Metrolina. Our team collaborated with architecture firm Hord Coplan Macht to create a retro boombox design that played music.

GROWING OUR TEAM

24 NEW
HIRES

Featuring new hires and service anniversaries from March 2025 through June 2025

ANTHONY JAWORSKI	Senior MEP Preconstruction Estimator	Miami–Fort Lauderdale Office
ANTHONY SKUBIC JR	Project Manager	Duke University Medical Center
BENITO CALZADA*	Electrical Preconstruction Estimator	Tampa Office
BRIAN HARRIS	Concrete Senior Superintendent	Terrell State Hospital
CARLEY WOODS	Marketing Coordinator	San Antonio Office
CHARLIE POLLOCK*	Construction Coordinator	Ascension Saint Thomas
CHEYENNE SCARBOROUGH	Field Engineer	Carilion Roanoke Memorial Hospital
DAVIS DUNCAN*	Building Envelope Specialist	Remote
GRACE YARBROUGH	Field Engineer	Duke University Medical Center
HARRISON HODGES	Field Engineer	Vanderbilt University Medical Center
HUNTER MOORE*	Inside Sales Representative	ERS Trussville
JACK EULER	Field Engineer	BayCare Hospital Manatee
JAKE RICHMOND	Field Engineer	Duke University Medical Center
JARED BROWN	Senior Project Manager	San Antonio Office
JOSH MORRIS	Senior Preconstruction Estimator	Raleigh Office
JUNIOR PIERRE*	Assistant MEP Manager	Johns Hopkins All Children's Hospital
LAUREN WELLBORN	Senior Marketing Coordinator	Nashville Office
MEG WALKER	Learning & Career Development Assistant	Birmingham Office
MICHAELA ALLEN	Field Engineer	Mayo Clinic
OSCAR MARSH	Assistant Superintendent	Vanderbilt University Medical Center
PEYTON RODGERS	Construction Coordinator	North Mississippi Medical Center Crossover MOB
SARAH BEMISH	Administrative Assistant	Raleigh Office
SUMMER SLEDGE*	Senior Marketing Coordinator	Charlotte Office
TRENT THOMPSON	Field Engineer	Johns Hopkins All Children's Hospital

Service Anniversaries

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

5 Years

Duncan Blackwell	Jeff Hitchcock	Eduardo Ruiz Rodriguez
Michael Branch	Jimmy Jennings	David Sommer
Philippe Cox	David Jett Jr	Hillary Sturkie
Matt Doyle	German Lara Lanuza	Ashley Theodore
Alex Pacheco Flores	Ana Matute Lazo	Larry Tye
Rafael Marquez Guadalupe	Alec Marsch	Michelle Warren
	Angel Rodriguez	

10 Years

Arlington Bergan	Jeffery Durrett	Anik Patel
Justin Corrao	Iva Esteves	Jason Pates
LB Cowan	Ben Leaver	Luis Pilo
Alex DeBernardi	Jessica Montano	Alonzo Starling
Jon Drouin	Adam Ozier	Joyce Starling

20 Years

Patrick Barrett	Farrah Mote	Lisa Rota
Ron Morris	Jeff Palombo	

40 Years

Lisa Cowan	Phil Yance
------------	------------

*Asterisks designate hires made from the Employee Referral Program.
V Robins & Morton military veterans



Scan the QR codes to
access the full features.



Peavy Chats With Miami Herald

Operations Manager Johnathan Peavy, who leads our Miami–Fort Lauderdale office, sat down with the Miami Herald to talk about what's driving the rapid growth of healthcare construction in Doral.



Treible Completes 100-mile Ultra Run in Scottish Highlands

Division Superintendent Nathan Treible — a husband, father of five, and full-time professional — completed a three-day adventure this spring through Scotland's West Highland Way. Despite sleep deprivation, rocky climbs, and a tweaked knee along the way, he pushed forward to cross the finish line and become a 100-mile ultra runner.



Watson Shares Insights With Commercial Construction & Renovation

In a Commercial Construction & Renovation article, Florida Division Manager Todd Watson provided insight into four construction and design strategies the project team used to build the world-class AdventHealth Riverview.



Wright Interviewed on Build Your Success Podcast

Earlier this year, HRIS Director Laurie Wright joined the Build Your Success podcast for a discussion titled, "From the Ground Up: Developing the Next Generation of Construction."

Laurie and host Brian Brogen discussed the journey that led her to our industry, her passion for training and leadership development, the importance of relationships and purpose in leadership, and how Robins & Morton invests in training and mentorship programs for our team members.



Taber Earns Power Leader Status

Division Marketing Director Leigha Taber has been named to the South Florida Business Journal's 2025 Power Leaders in Corporate Philanthropy. Leigha, who leads regional marketing efforts for our Florida team, coordinates monetary donations, volunteer activities, and in-kind donations in South Florida.



Clark Featured in Bold Journey

Project Director Edwige Clark was featured in Bold Journey, sharing his inspiring story, his role in the construction industry, and how he's helping our South Florida team thrive.



Kouskolekas Champions Material Procurement Process

When Assistant Project Manager Nick Kouskolekas was tasked with managing the submittal and material procurement process at Carilion Roanoke Memorial Hospital's new Crystal Spring Tower in Roanoke, Virginia, he knew it would be a challenge. The construction of a 12-story, more than 500,000-square-foot facility requires an incredible number of materials, and ensuring the project team has what they need when they need it is no easy feat. Scan the QR code to read how Nick tackled it and what he learned from the process.



Busby Graduates From Leadership Shoals

Senior Project Manager Tim Busby graduated from the Shoals Chamber of Commerce's Leadership Shoals program, created to engage established leaders in conversation that promotes pro-business decision-making, collaboration across industries, and mutual understanding of problems and priorities facing our community.



Mayo Clinic's Mission Impossible

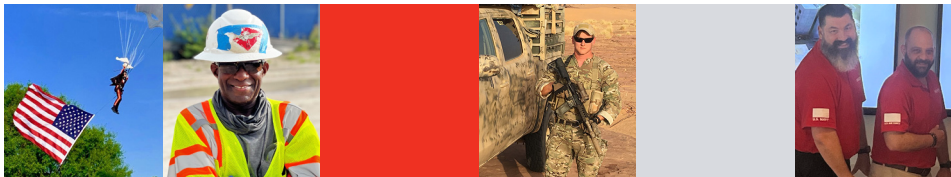
In April, our Mayo Clinic team completed a seemingly impossible project: building a high-tech patient room in Rochester, Minnesota, in just 32 hours. Scan the QR code to read the story, which exemplifies our Client Focused core value.



Farr Authors Crane Planning Article

Superintendent Josh Farr bylined an article published by Construction Superintendent magazine. In "3 Considerations to Take Your Crane Planning to New Heights," Josh demonstrates how preconstruction, building structure, site logistics, and crane capacity and safety are critical factors in crane planning and operation.





Veterans Network Collaborates With America's Warriors Partnership

This summer, our Veterans Network launched a new collaboration with America's Warriors Partnership (AWP) as a part of its Corporate Veteran Initiative (CVI). AWP offers individualized support to veterans, ensuring they have access to the resources, guidance, and community connections they may need, including assistance with insurance claims, mental health support, financial advice, and more. CVI is designed to help organizations support veteran team members through proactive outreach, personalized engagement, and a national network of partners.

In July, our Veterans Network launched the partnership with an introductory webinar for our veteran team members. We are excited to see how this collaboration benefits our veterans.



Scan the QR code to learn more about AWP and their CVI.



Women's Network Announces New Leadership Team

Throughout this year, the Robins & Morton Women's Network (RMWN) has continued to host professional development and education sessions, networking events, and virtual group discussions with topics based on feedback from members.

"The Women's Network continues to find its rhythm and build momentum," Project Risk and Insurance Manager and Women's Network Leader Gloria Cook said.

This October, the Robins & Morton Women's Network will celebrate its second anniversary and welcome a new leadership team. After serving as the Women's Network leader since its inception, Gloria will become the first immediate past leader, and Project Manager Carrie Carr will become the new leader. In this role, Carrie will guide the network's mission and strategy while supporting the core leaders and committee members. Applications have closed for the remaining leadership positions, and selections will be announced in October.



Construction Safety Week

This Construction Safety Week, from May 5 to 9, we joined the industry in celebrating the impact of safe work and highlighted our dedication to the Pursuit of Safety Excellence®. We provided our team members with a guide to key resources aligning with this year's Safety Week theme, "All In Together," and its call to action, "Plan. Own. Commit."

Thank you to all our team members for your dedication to safety each day.



FE/PE Summit

At the beginning of May, we welcomed team members from project sites across the country to our Spring 2025 Field Engineer and Project Engineer Summit in Valparaiso, Florida. Over two days, attendees heard from fellow team members working on our Okaloosa Gas District headquarters project, gaining insights into the project, resources and tools, career development opportunities, and more.

They also enjoyed a fun team-building event and got a chance to make meaningful connections while together.



Get the Q3/Q4 Learning Guide

Inside the latest Training for Excellence Learning Guide from our Learning and Career Development team, you'll find details on upcoming training sessions in the areas of safety, professional development, operational learning, technology, quality, and more.

Scan the QR code to access the guide.



71 TOTAL STUDENTS

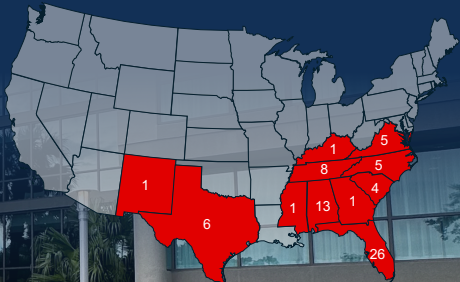
25 UNIVERSITIES

37 WORK LOCATIONS

Summer Co-ops and Interns Cohort + Co-op and Intern Summit

This summer, we welcomed 71 co-ops and interns — our largest group ever, with seven more students than last year's record-breaking cohort. These students worked on 37 jobsites and in five offices across 10 states. This class of co-ops and interns, coming from 25 schools, served in field operations, preconstruction, marketing, and VDC roles, and one-third of them are returning or continuing from previous semesters.

In addition to participating in our experience-focused program, co-ops and interns got to learn from company leadership at our annual Co-op and Intern Summit on June 19 and 20 in Jacksonville, Florida. The event featured networking, a town hall with company leadership, and professional development and team-building exercises.



Scan the QR code to see the full list of our summer interns and co-ops.



ROBINS & MORTON

Family Hub

GROWING CONNECTIONS · BUILDING RELATIONSHIPS

This year, we celebrate five years of the Robins & Morton Family Hub, which was formed to help team members and their families stay connected and informed while COVID restricted in-person social activities.

Over the past five years, the group has grown to more than 500 members, including our team's family members. Though the group shifted away from live virtual gatherings as COVID restrictions eased, it continues to be one of the primary channels for our families to connect across the nation.

"My favorite part of the Family Hub is getting to keep in touch with families we worked with from past projects and to stay connected in the future as we relocate to new projects," said Amanda King, wife of Senior Project Manager Scott King.

On the Family Hub, Relocation Manager Stephanie Chandler, who founded the hub with former relocation coordinator Katie Scott, regularly shares tips and company updates relevant to families, such as new benefits or events. She also posts giveaways and prompts for sharing — and you'll find lots of pictures and fun facts in the comments.

"The thing that makes Family Hub great is the simplicity of it," Stephanie said. "It's just an opportunity to get engaged and make connections through sharing."

NextGen

BIRMINGHAM BARONS GAME AND HUNTSVILLE SWING INTO SUMMER

NextGen, our young professionals' network, kicked off summer across our offices with baseball, golf, and more fun opportunities to network.



If you're interested in becoming a part of NextGen or helping lead in your region, scan the QR code.





PROJECT UPDATES


Mayo Clinic Integrated Oncology Building Ribbon Cutting

Jacksonville, Florida

On June 11, we joined Mayo Clinic for the ribbon-cutting ceremony of our Duan Family Building project, Mayo Clinic's new integrated oncology treatment center, which will house the first carbon ion therapy program in the Americas.

AdventHealth Pepin Heart Institute Expansion Completes


Tampa, Florida



Earlier this year, we completed our AdventHealth Pepin Heart Institute expansion project in Tampa, Florida, with the opening of the institute's fourth electrophysiology lab. The lab marks an expansion in cardiac care capabilities and will allow for advanced heart rhythm disorder treatment.

Town of Smyrna Fire Station 4 Completes

Smyrna, Tennessee



Our Town of Smyrna Fire Station 4 project is now open and serving the community. This spring, we were excited to join local officials to commemorate the ribbon cutting of the more than 14,000-square-foot, two-bay facility, which includes private bunk rooms, a kitchen and dining area, a training room, and additional support spaces. TMP served as the architect for the project.

Huntsville Hospital Madison Street Tower Expansion Begins



Huntsville, Alabama



This spring, we began work on the \$150 million vertical expansion at Huntsville Hospital Madison Street Tower in Huntsville, Alabama. The five-story, 154,000-square-foot project will add 120 beds as well as a cardiothoracic intensive care unit, a neuro intensive care unit for neurosurgical and stroke patients, three floors of new acute medical space, and a new and improved emergency department vehicle entrance. Additionally, the project will convert 70 existing patient rooms from double occupancy to single occupancy. When the expansion is complete, the hospital will have a total of 931 patient beds, up from 881 currently. The project is scheduled for completion in 2027, and Chapman Sisson Architects is the architect.

Signature Aviation Private Terminal Renovation and Expansion Completes

Huntsville, Alabama



In March, we marked the completion of the renovation and expansion of Signature Aviation's private terminal at Huntsville International Airport. The renovated facility will serve private, corporate, and government aviation customers. The 5,000-square-foot renovation and 2,500-square-foot expansion includes a redesigned entrance and an elegant new interior, complete with comfortable lounges and private meeting rooms for travelers. HDg Architecture was the architect for the project.

AdventHealth Freestanding EDs Break Ground



Florida



We joined AdventHealth to break ground on two freestanding emergency departments in Florida. A groundbreaking ceremony for AdventHealth State Road 207 ER was held March 25 for AdventHealth's first facility in St. Johns County, and a groundbreaking ceremony for AdventHealth Heathbrook ER was held April 2 in Ocala. Both projects are 14,500-square-foot, 12-bed emergency departments set to open in early 2026. HuntonBrady is the architect for the projects.

AdventHealth Daytona Beach Tops Out


Daytona Beach, Florida



On April 7, we joined AdventHealth to celebrate the topping out of the \$220 million expansion project at AdventHealth Daytona Beach. This expansion will increase the hospital's footprint to nearly 1 million square feet, bringing more hospital beds, surgical suites, and critical care services to help ensure timely access to essential care. The expansion adds the equivalent of an entirely new hospital to the region. Construction began in the summer of 2024 and is expected to be completed by the fall of 2026. HuntonBrady is the architect for the project.

Fifth Third Park Opens

Spartanburg, South Carolina



On April 3, we celebrated the ribbon cutting of Fifth Third Park, a new 200,000-square-foot minor league baseball stadium in Spartanburg, South Carolina. The 3,500-seat stadium is now home to the Hub City Spartanburgers of the South Atlantic League, a High-A affiliate of the Texas Rangers. The stadium can accommodate up to 5,000 fans, and it features 12 premium suites, a 7,000-square-foot club and multi-purpose event space, concourse-level boxes, and an outfield berm in deep left field. McMillan Pazdan Smith was the architect for the project.

Carilion Taubman Cancer Center Breaks Ground


Roanoke, Virginia



In April, we began work on the new Carilion Taubman Cancer Center in Roanoke, Virginia. The six-story, nearly 257,000-square-foot cancer center will bring together personalized care, advanced technology and treatment options, sophisticated clinical trials, and cutting-edge research in a single location. It has been designed to accommodate more patients than the current facility and support the healing process with natural light, outdoor spaces, and expanded amenities. The project is scheduled for completion in 2027. The general contractor is Robins & Morton Branch Builds, a joint venture partnership, and HDR is the architect.

AdventHealth Meadow Pointe ER Opens

Pasco County, Florida



We joined AdventHealth on April 24 to celebrate the ribbon cutting of the new \$26 million AdventHealth Meadow Pointe ER in Pasco County, Florida. The more than 13,000-square-foot freestanding emergency department, strategically located in the rapidly developing area between AdventHealth Wesley Chapel and AdventHealth Zephyrhills, includes 12 patient beds, two triage rooms, imaging and lab services, and a pediatric-friendly room. HuntonBrady was the architect for the project.

North Mississippi Medical Center Crossover Medical Office Building Breaks Ground


Tupelo, Mississippi



On April 29, we celebrated the groundbreaking of the North Mississippi Medical Center Crossover Medical Office Building in Tupelo, Mississippi. The three-story, 46,500-square-foot project will include a general urgent care, dermatology clinic, retina clinic, and the first dedicated pediatric urgent care in the North Mississippi region. The project is scheduled for completion in 2026. McCarty Architects is the architect for the project.

Cedar Ridge Behavioral Hospital Expansion Breaks Ground

Oklahoma City, Oklahoma



At the beginning of June, we joined Universal Health Services to celebrate the groundbreaking of the new Cedar Ridge Behavioral Hospital expansion in Oklahoma City, Oklahoma. The single-story, 68,593-square-foot, freestanding behavioral health facility will be built on the existing Cedar Ridge Behavioral Hospital campus and will include 90 beds, 30 of which will be for adolescents. The facility will also have a kitchen and dining area, half-court gym and activity therapy spaces, and administration space. The project is scheduled for completion in 2026. Stengel Hill Architecture is the architect.

Duke Health Cary B200 Breaks Ground

Cary, North Carolina



In June, we broke ground on our Duke Health Cary B200 facility, which will include phase one of a new inpatient hospital campus, including an emergency department, surgical services, imaging, and a small number of inpatient beds, as well as gastro-intestinal endoscopy, cancer care, and other infusion services in the same building. The project is expected to be completed in 2027.

Universal Health Services Inc.
\$23,000,000
UTH Alan B. Miller Medical
Office Building
 Palm Beach Gardens, Florida

Broward Health Medical Center
\$6,000,000
SCA South Broward
 Hollywood, Florida

Huntsville Hospital
\$3,000,000
Huntsville Hospital
Women's Pavilion MRI
Huntsville, Alabama

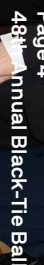
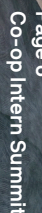
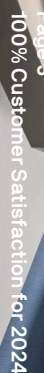
AdventHealth Waterman
\$1,000,000
AdventHealth Waterman
MRI Replacement
 Tavares, Florida

Duke Health
\$60,000
CaRL - Duke Hospital Connector Egress
Durham, North Carolina

ROBINS & MORTON

IN THIS ISSUE

- 1 10th Anniversary of Building Forward®
- 2 Earth Month Impact
- 3 Awards
- 4 Giving with Purpose
- 5 By the Numbers
- 6 Company News
- 7 Project Updates
- 8 Recently Awarded Projects



ROBINS & MORTON

NEWSCORNER

Celebrating

"I remember the exact moment, the spark," Director of Building Forward[®] and Lean Practices Jennifer Lucy said. "It was the moment we were all about to do something that the rest of the industry isn't doing."

In that moment, she was sitting in the back of the room at an out-of-the-ordinary event in a hotel ballroom in San Antonio, Texas, the site of the President's Innovation Series project in San Antonio. The room was filled with leaders' visitors for Collaboration, Continuous Improvement, Leadership Excellence and Lean Practices. The event was the first of its kind. The event was the first of its kind. The event was the first of its kind.

Ten years later, that spark has transformed our operations, increased our productivity and improved our customer service. It has transformed our operations, increased our productivity and improved our customer service. It has transformed our operations, increased our productivity and improved our customer service.

Building Culture a Name

It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time.

Starting Small, Growing Organically

Building Forward[®] is a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time.

Expanding to Guide and Support

Building Forward[®] is a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time. It's a name that's been around for a long time.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

BUILDING FORWARD[®]

Expanding to Guide and Support

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

BUILDING FORWARD[®]

Expanding to Guide and Support

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

BUILDING FORWARD[®]

Expanding to Guide and Support

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.

Building Forward[®] is not typical of a manufacturing plant, and we combine the best of both worlds.