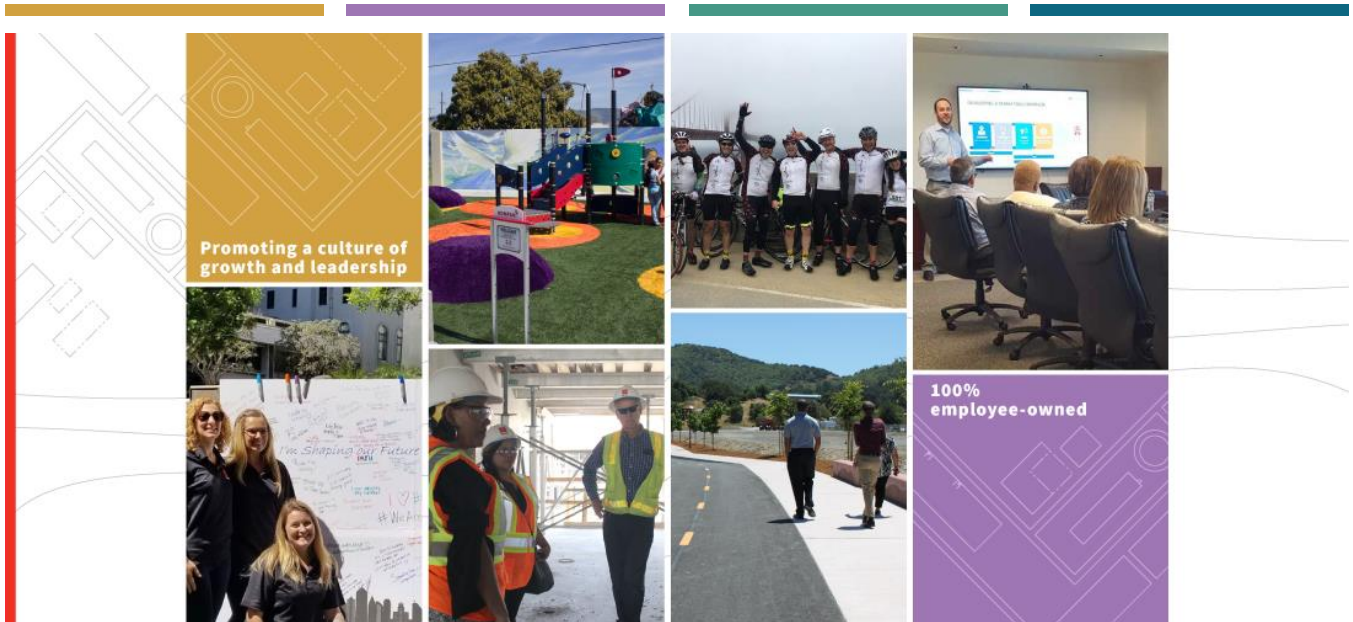




Harris & Associates



## MEDIA KIT

January 1, 2024

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## HARRIS & ASSOCIATES BACKGROUND

In 1974, Carl Harris, Dave Newton, and a few colleagues left a national design firm to start their own venture. Over the next several decades, the firm grew steadily into a leading western-based construction management and engineering firm.

Harris recruited a world-class team of designers, engineers, construction managers, architects, and public finance specialists to serve a diverse roster of public-sector and institutional clients. In 2010, as the entire industry sought to rebound from the economic downturn, Harris' board opted to shift course under the direction of then President and CEO, Lisa Larrabee. The company transitioned its ownership entirely to employees, becoming a [100% employee stock ownership plan \(ESOP\)](#), S-corporation.

In August 2021, Lisa Larrabee announced her retirement as the firm's CEO. She was replaced by former Chief Financial Officer/Chief Development Officer/Division President [Steve Winchester](#), who served in the interim role until December 2023. January 1, 2024 marked the beginning of a new chapter with Harris as Michelle White succeeded Steve as CEO and President.

The most recent chapters in the Harris story tell of a firm adopting new technology and innovative practices, giving back to local communities, and investing heavily in team members through enhanced [professional development programs](#).

Headquartered in Concord, California, Harris & Associates focuses on solving today's complex challenges in construction and design. Driven to improve the communities where we live and work, Harris delivers results for clients across the West Coast in four key markets: [municipal](#), [education](#), [transportation](#), and [water](#). Our services include [strategic advisory services](#), [municipal finance](#), [environmental planning and compliance](#), [civil design and engineering](#), and [construction management](#) (including [program management](#)).

Harris is consistently ranked in [Engineering News-Record's Top 100 Construction Management Firms](#) and Trenchless Technology's Top 50 Design Firms. The firm is led by an executive leadership team consisting of President and CEO [Michelle White](#), Chief Business Development Officer [Ehab Gerges](#), and Chief Financial Officer, [Preston Hatch](#).

Harris has more than 250 employee-owners in offices and project sites throughout California, Nevada, and Washington.

# HARRIS & ASSOCIATES FACT SHEET

## Company Overview

Harris is a 100% employee-owned company focused on solving today's complex challenges in planning, construction, and design. Driven to improve the communities where we live and work, Harris delivers results for clients across the West Coast in four key markets: municipal, education, transportation, water.

## History

In 1974, Carl Harris, Dave Newton and a few colleagues left a national design firm to start their own venture. Over the next several decades, the firm grew steadily into a leading western-based construction management and engineering firm. In 2010, as the entire industry sought to rebound from the economic downturn, Harris' board opted to shift course under the direction of then President and CEO Lisa Larrabee. The company transitioned its ownership entirely to employees, becoming a 100% employee stock ownership plan (ESOP), S corporation. Larrabee then reorganized the firm's leadership structure to enhance collaboration and, along with her executive team, mapped a strategic plan focused on four markets.

## General Information

- 100% ESOP, S corporation
- Headquartered in Concord, California
- Offices in California, Nevada, and Washington
- 250+ employee-owners

## Purpose + Vision

**Purpose:** Build equitable, resilient, and sustainable communities.

**Vision:** Align in passion, purpose, and values with our stakeholders and be trusted advisors to community leaders.

## Service Offerings

- [Advisory Services](#)
- [Asset Management](#)
- [Civil Design](#)
- [Climate Change + Sustainability](#)
- [Community Planning](#)
- [Construction Management](#)
- [Environmental Planning + Compliance](#)
- [Infrastructure + Utilities](#)
- [Municipal Engineering](#)
- [Municipal Finance](#)
- [Program Management](#)
- [Risk + Resilience](#)
- [Special District Services](#)

## Markets

- [Municipal](#)
- [Education](#)
- [Transportation](#)
- [Water](#)

## Executive Leadership

- [Michelle White](#), President / Chief Executive Officer
- [Ehab Gerges](#), Chief Business Development Officer / PMCM Division President
- [Preston Hatch](#), Chief Financial Officer

## Awards

Harris is consistently ranked in Engineering News-Record's Top 100 Construction Management Firms and is one of the Top 50 Design Firms in Trenchless Technology.

## HARRIS & ASSOCIATES FREQUENTLY ASKED QUESTIONS

### **What does Harris do?**

Harris is a professional services firm focused on construction management, engineering, public finance, environmental planning and compliance, and strategic advisory services.

### **What markets does Harris provide services for?**

We operate in four key markets: municipal, education, transportation, and water.

### **How long has Harris been in business?**

Harris has been in business for 50 years. The company was originally founded in 1974 by Carl Harris.

### **Why was Michelle White selected as CEO?**

Michelle transitioned into her new role in January 2024. Since 2018, she has successfully led various aspects of Harris' business operations and built strong internal relationships across the firm. Michelle possesses strong business acumen, industry knowledge, and years of experience and has the knowledge, experience, and relationships needed to maintain continuity and stability during this transition and to elevate Harris. You can read more about Lisa in the bio we have included in this media kit.

### **Who else is on the executive team of Harris?**

Chief Business Development Officer Ehab Gerges and Chief Financial Officer Preston Hatch. You can read more about them in the bios we have included in this media kit.

### **Why did Harris move to a 100% ESOP company?**

Harris transitioned from a 30% ESOP to a 100% ESOP for several reasons. One reason was to ensure a successful succession plan for the company. Secondly, 100% ESOP S-Corporations enjoy significant tax benefits which can lead to a long-term financial gains and enable a company to invest more in technology and innovations. Lastly, every employee in a 100% ESOP company is an owner. We are proud of our ownership and entrepreneurial culture. Every employee-owner at Harris feels accountable for the company's performance and has a personal investment in the success of our clients and their projects.

### **How many offices does Harris have?**

Our offices change depending on project area needs. Currently, we have 11 offices throughout northern and southern California, Nevada, and Washington.

### **Who is on the Harris Board of Directors?**

The Harris Board of Directors includes external board members Lisa Larabee, Pat McCann, Elisa Speranza, and Robert Wilson and internal board members Michelle White and Ehab Gerges. Lisa Larabee serves as the board's chair.

### **Is Steve Winchester still active within the company?**

Steve Winchester transitioned from his role as CEO in December 2023 and serves as an advisor to our Executive Leadership Team.

## HARRIS & ASSOCIATES EXECUTIVE LEADERSHIP BIOS

### MICHELLE WHITE

Chief Executive Officer / President

Michelle White is Harris & Associates CEO and President. She joined Harris in 2018 and has also served as Chief People Officer and Chief Operating Officer.

As an executive and board member, Michelle leads with over 35 years of experience in developing high-performing teams to deliver strategic results. She brings strong business acumen, deep industry knowledge, and compelling vision to her role as CEO.

“I aim to be accessible to everyone,” Michelle says. “Empowering our people to live our Purpose, Vision, and Shared Values—across Harris and in the communities we serve—remains my highest priority.”

Michelle has been a driving force in leading teams across the company. She has prioritized investing in our people by designing practices and programs, including mentoring, coaching, and leadership development. These initiatives are crafted to expand individual capabilities, support personal and professional growth, and enhance overall health and wellbeing.

Simultaneously, Michelle has played a pivotal role in nurturing our culture. She has spearheaded the Diversity, Equity, and Inclusion (DEI) Strategy, activated Employee Community Networks, and achieved an impressive 84% companywide inclusion rating. This success is underscored by high-performing scores across key demographics, including Women, People of Color, and LGBTQ+.

Furthermore, her influence extends to driving high performance. She has been instrumental in streamlining performance management systems, providing on-demand organizational development solutions, and leveraging human capital analytics to inform strategic planning and growth strategies.

When she's not encouraging Harris employees to work smarter, she's pushing her spin class students to pedal faster!





## **EHAB GERGES, PE**

### **Chief Business Development Officer**

For over 25 years, Ehab Gerges has participated in the enhancement of communities as project manager and designer of countless public works projects involving transportation, water, wastewater and other infrastructure renewal efforts.

In his extensive municipal engineering experience, with and before Harris, Ehab assisted public agencies with managing numerous capital improvements programs and overseeing end-to-end construction management for several major capital projects. He also helped various agencies with overseeing the building of new communities by managing the development review process.



Today Ehab devotes his talents to growing Harris as Chief Business Development Officer. His vision has been vital to clients and the direction of the company. He stays on top of the latest industry trends and promotes thought leadership throughout the company.

Just as important, he understands the delicate dynamics that always exist within local government and the political realities involved in stewarding projects that benefit all end users. He also excels at giving persuasive presentations to community groups and various public agencies' representatives to secure stakeholder buy-in.

In his work and his personal life, Ehab appreciates the value of experience—and recognizes that history holds many lessons. In fact, when he's not busy improving communities, he enjoys examining modern science and religion's origins in Ancient Egyptian and Greek civilization.

## PRESTON HATCH

### Chief Financial Officer

Preston Hatch brings a wealth of experience in leadership and business expertise to Harris. He has a deep understanding of the A/E/C industry and a proven track record of performance in strategic financial management.

As our CFO and a member of our Executive Leadership Team (ELT), Preston oversees our financial operations and spearheads initiatives that continue to propel Harris forward. Delivering strategic insights and an intricate knowledge of the complexities of our industry, he leads our team in developing the framework that shapes our success.

Prior to joining Harris, Preston served as CFO and member of the ELT at Otto Construction, where he oversaw all financial functions and assisted with developing and implementing the Company's strategic plan. He also spent 16 years at our current audit firm, Campbell Taylor Washburn, where he served as an audit partner, CFO, and member of the Board of Directors and Executive Committee.

Through his commitment to maintaining our financial health and proactively positioning us for future opportunities, he plays a key role in our ability to empower the communities we serve. Both professionally and personally, community is a big passion for Preston.

As a resident of Sacramento for over 20 years, Preston has grown to love the area and community and is a Sacramento Kings fan. He enjoys spending time with his family and supporting his sons at their football and basketball games.

