

# OUR COMMITMENTS IN ACTION



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# A Message from Our CEO

As we continue to navigate the exciting journey of growth and innovation at TLC, I want to take a moment to talk about something profoundly important to our future—our commitment to sustainability, social responsibility, and ethical governance. We continue to evaluate our place in providing high-quality design services for world-class facilities while also supporting the communities that we love dearly. So, TLC remains employee-centric, conscious of our environmental impacts and dedicated to our clients, colleagues and communities to be leaders in engineering solutions. We are dedicated to THINK-ing boldly, LISTEN-ing attentively and CREATE-ing passionately. The commitments that frame our plan are as follows:

**Environmental** We are striving to minimize our environmental footprint. This means enhancing our energy efficiency, reducing waste, and adopting renewable energy sources. Our goal is clear: to create healthier environments for future generations. Our role in this journey is crucial, by bringing forward new ideas and innovations that can help us achieve these goals for our clients.

**People** TLC thrives because of the vibrant, diverse, and dedicated community that we are and live in. We invest in employee development, support our local communities, and foster a supportive, high performing environment where everyone is empowered and can thrive.

**Leadership** Transparency, accountability, and integrity are the pillars of our approach to leadership. We are dedicated to maintaining the highest ethical standards in all our operations. This commitment ensures that we not only comply with laws and regulations but also set an example of good corporate stewardship.

I believe in the power of our team, and I am confident that together, we can make a significant impact. Our journey towards a more sustainable and responsible future is one that requires the participation of each and every one at TLC. We embrace this challenge with the same enthusiasm and dedication that defines us.



Michael P. Sheerin  
Chief Executive Officer



# Who We Are

## MISSION | CORE VALUES | CULTURE

At TLC Engineering Solutions, Inc. we are continuously learning and growing. Our mission to THINK boldly, LISTEN attentively, and CREATE passionately serves as the blueprint that guides our promise of extreme service to our clients.

Our core values are what guide us in all that we do. They are One TLC, High Performance, Honest, Humble, Caring, Committed, Confident, and Extreme Service.

## CURRENT RANKINGS & AWARDS

- #218 ENR Top 500 Design Firms
- #32 ENR Southeast Top Design Firms
- #21 Top Engineering Firms Building Design + Construction
- #30 MEP Giants Consulting-Specifying Engineer
- 2024 Zweig Top Firm to Work For
- 2024 Zweig Hot Firm

## OUR FIRM AT A GLANCE\*

**20**

OFFICES ACROSS THE UNITED STATES

**500+**

LEED CERTIFIED PROJECTS

**80+**

LEED ACCREDITED PROFESSIONALS

**3**

LEED FELLOWS

**\$123M**

GROSS ANNUAL REVENUE

**500+**

TOTAL EMPLOYEES

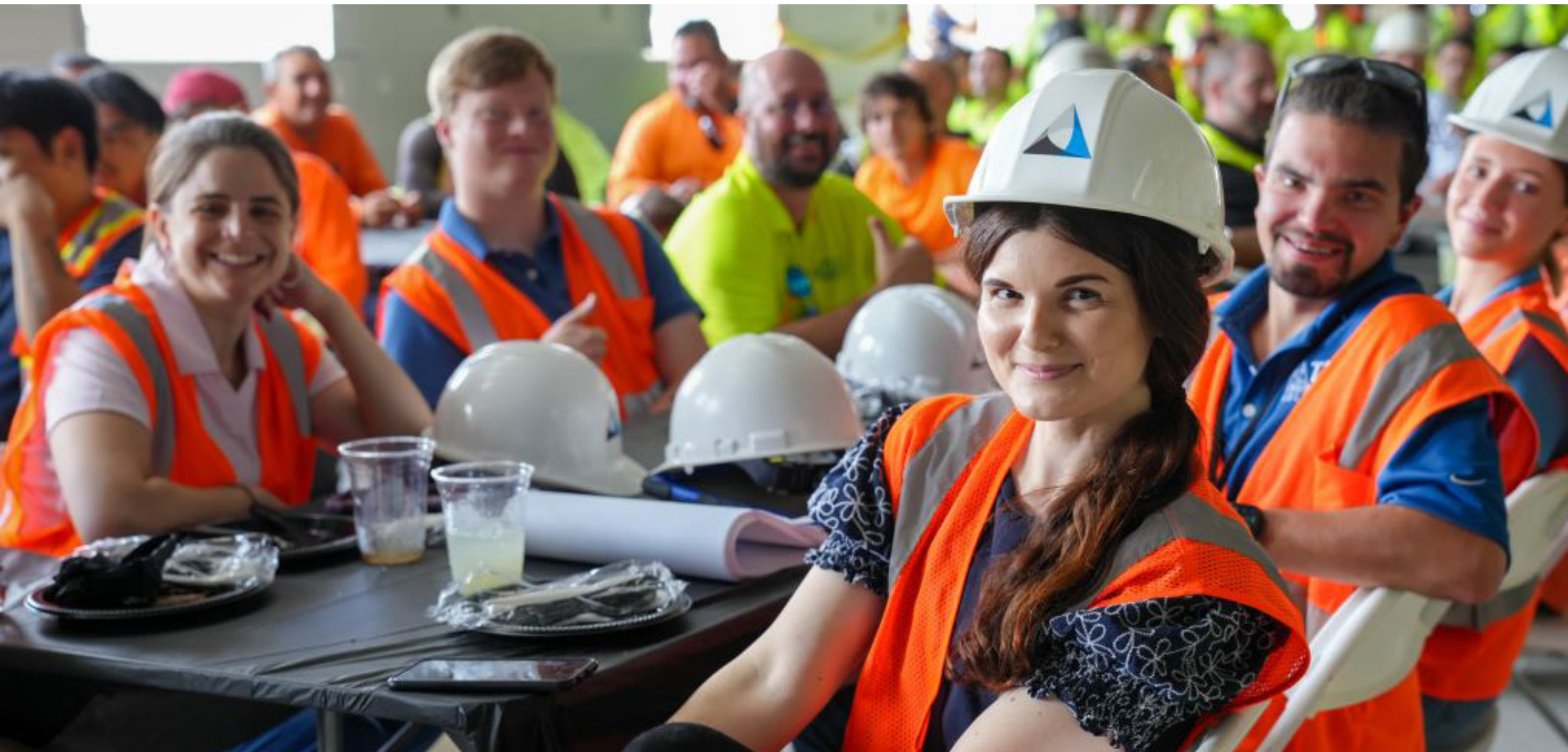
**140+**

REGISTERED PE'S

**2000+**

PROJECTS AWARDED THIS PAST YEAR

\*As of January 1, 2025



# Recent Highlights

**1<sup>st</sup>**

Year Recognized in the PSMJ Circle of Excellence

**10%**

Increase in Overall Staff for 2024

**40**

Summer Interns for 2024

**7**

Years Recognized as a Zweig Best Place to Work

**5**

Became Licensed Professional Engineers in 2024

**20**

New TLC Shareholders in 2024 - 2025

**9**

Years of JUST Label Certification

**2%**

Increase to 401K Employer Match



Alfond Inn at Rollins College  
Image Courtesy of 'Tony Prochazka' with SkyMedia360

# TLC Commitments

## PEOPLE

- Enhance our employee benefits to support the needs of our employees and their families.
- Maintaining a place where team members feel positive and engaged, as a core element of TLC's culture.
- Support and promote our teams efforts to give back through philanthropy, volunteering, and community service.
- Annually update our compensation plan to market rates and never paying below living wage for our full time staff.

## ENVIRONMENTAL

- Model the energy and performance of the built environment we design and develop tools to validate those models in operation.
- Consistently develop the next generation of TLC design professionals to understand and create environmentally friendly designs.
- Be a champion in providing climate resilient buildings through operational commitments, education, and design practices
- Create environments for our employees that support their health and wellness and educate our clients about the benefits we see from it.

## LEADERSHIP

- TLC is committed to developing both our current and the next generation of leadership in the built environment.
- Be an active participant and leaders in the communities we exist in.
- Maintain a culture of transparency in operations and performance within the company.
- Consistently challenge ourselves to be a better version of ourselves.



# PEOPLE RESPONSIBILITY

At TLC, we are not just a company; we are a community. We take pride in knowing that people enjoy working here and socializing with their co-workers. The health of our employees is a high priority, which is why we have established so many different benefits to ensure that our staff remains happy and healthy. Another important issue for us is diversity and inclusion. With the world around us being so diverse, we strive to reflect that within TLC.



Doctor Phillips Performing Arts Center Steinmetz Hall  
Image Courtesy of Chad Baumer Photography



USF Morsani College of Medicine and Heart Institute  
Image Courtesy of Seamus Payne



Winter Park Library, Events Center and Tiedtke Amphitheater  
Image Courtesy of Ben Tanner Photography

## IN THIS SECTION

- Enhancement of Employee Benefits
- Promotion of Diversity, Respect and Inclusion
- Giving Back to Our Communities
- Equitable Compensation for All Employees

# Enhancement of Employee Benefits

## PARENTAL LEAVE

While the number of women graduating with engineering degrees is growing, the number of women engineers entering the workforce is declining. TLC recognizes that robust birthing-parent leave program allows women to spend time more time with their newborn without sacrificing career-growth. We offer a generous 12-week leave for birthing parents. We also encourage flexible schedules and hybrid work in order to encourage parent/child bonding.

## HEALTH INSURANCE

TLC offers our employees health insurance plans with no payroll deductions. For employees who choose a plan with a health savings account, TLC contributes funds to that health savings account in order to assist with medical costs.

TLC continually evaluates all benefit offerings to ensure we are supporting our employee's at each stage of their life.

## Genomic Life

In 2025, TLC began offering a fully-paid Genomic Life benefit that allows our employees to gain insight into their future risk for disease. Genomic Life also offers insight into various treatment options and provides cancer advocates to assist when a diagnoses is received.

## FINANCIAL HEALTH

In support of our employee's financial health, we provide complimentary financial education seminars and outside financial and retirement planning services and financial education. In 2024, we increased the total possible 401(k) match available for our employees.

## CAREER PROGRESSION

In order to assist our employees with informed career decisions, we have created clear career progression paths. TLC provides in-house and external training to help our employees progress in their career path. To ensure no one is overlooked for promotions, we evaluate every employee for readiness and potential to progress at least annually. Managers meet with each employee at least quarterly to discuss career goals and provide assistance to help them reach their goals. In 2024, there were 54 promotions.

## Supporting Health Goals

- Providing healthy drinks and snacks in our offices.
- We encourage taking breaks for walks with coworkers
- Provide standing desks for ergonomic support





# Enhancement of Employee Benefits

## TLC CARES

TLC incorporates multiple programs to support the diversity and makeup of our TLC Family population. TLC Cares Fund is a tangible display of the firm and employees supporting one another. The purpose of this fund is to help employees who are experiencing sudden financial difficulties. Employees voluntarily donate \$1 or more a paycheck to support the fund, with TLC matching up to \$10,000 per year. Employees can receive interest-free loans to be paid back by check deductions after 30 days. Grants are also offered relating to things more tragic in nature, such as a hurricane or death in the family, as well as supporting employees through health emergencies when they hit the medical plan annual out-of-pocket max.

TLC also supports our families during adoptions and births through the 401(k) Secure Act Birth and Adoption Assistance program. A plan participant may take a withdrawal of up to \$5,000 for up to a one-year period following the birth or adoption.



# Promotion of Diversity, Respect and Inclusion

## WOMEN'S INITIATIVE

The Women's Initiative was formed in 2016 to empower women with the tools to achieve advancement in the workplace while supporting personal growth. Their vision is to be valued for our individual work product, strengths, and potential, in an open and socially intelligent environment, using the power of ideas to influence perspectives to build a strong foundation for the future. The goal is to increase advocacy for the intentional development and retention of women leaders within TLC and increase innovation, creativity, with higher quality solutions to serve our clients' needs.

The Women's Initiative hosted their second annual in-person Summit during Women's History Month in 2024 which gathered 30 members from across the country to strengthen their internal bonds and develop new skills that will benefit them in a male-dominated industry. They heard from a panel of women at different stages in their career to discuss how they forged their path and another panel that discussed their experience with mentorship.



Highlights from the 2024 Women's Initiative Summit including internal and external networking as well as panel discussions.

## TLC'S IDEA

TLC launched IDEA (Inclusion, Diversity, Equity, and Accountability) in 2021 to strategically drive change through embracing diversity, encouraging inclusion, and ensuring equity to positively affect our culture and attain accountability. The vision is to foster an accepting community. IDEA works to create events and content that celebrate diversity and educate staff on terminology and available resources. IDEA also uses TLC's expertise to address engineering and sustainability related community needs in spaces where people live, work, and play.



## JUST

Recognizing and treating each TLC team member fairly, in 2015 TLC began the process to earn our JUST Label from the International Living Future Institute. Our label was initially awarded in 2016, and in both 2018 and 2020, we were approved for renewal under JUST 1.0. Most recently, we renewed our JUST label under the more stringent 2.0 criteria, which includes a few new categories.

The JUST renewal review process provides a framework for evaluating various HR policies, including diversity, inclusivity, workplace culture, benefits, and professional development, among others.



Women's Initiative Summit panel featuring TLCers



A live-streamed D&I panel was broadcast to employees followed by small group break-out sessions

# Giving Back to Our Communities

## COMMUNITY INVOLVEMENT

TLC supports clients and building owners from 20 locations, as well as having several employees who live remotely to balance their family commitments with being part of the TLC family. Our presence in these communities means that we use our engineering skills to improve where we live by designing healthcare, education, recreation, municipal and infrastructure projects that are sustainable and resilient. It also means that we regularly engineer projects that benefit our communities for no or low fees.

TLC supports and is involved with many clients and building owners through support for their philanthropic events, as well as our staff volunteering time and talent for numerous community activities that include:

- [American Cancer Society Relay for Life](#)
- [American Heart Association Heart Walk](#)
- [ACE Mentor Program](#)
- [Annual Toy Drives](#)
- [DiscoverE's Engineers Week](#)
- [Dress for Success Clothing Drive](#)
- [Local Food Banks](#)
- [Annual OneBlood Donations](#)
- [Local K-12 School Supply Drives](#)

## VOLUNTEER TIME OFF

Community volunteering is an investment in a community and its people, and TLC is demonstrating our commitment to improving the communities we live and work in. Currently, TLC provides paid time off for volunteer activities at 50% (2 hours volunteering = 1 paid hour volunteering) up to a maximum of 8 hours paid volunteering time annually (16 hours of volunteer activities). This allows our employees the flexibility to volunteer during the workday without having to take PTO hours. In addition, TLC provides up to 16 hours of unpaid time off work annually for employees to participate in volunteer activities.



# Giving Back to Our Communities

## EDUCATION

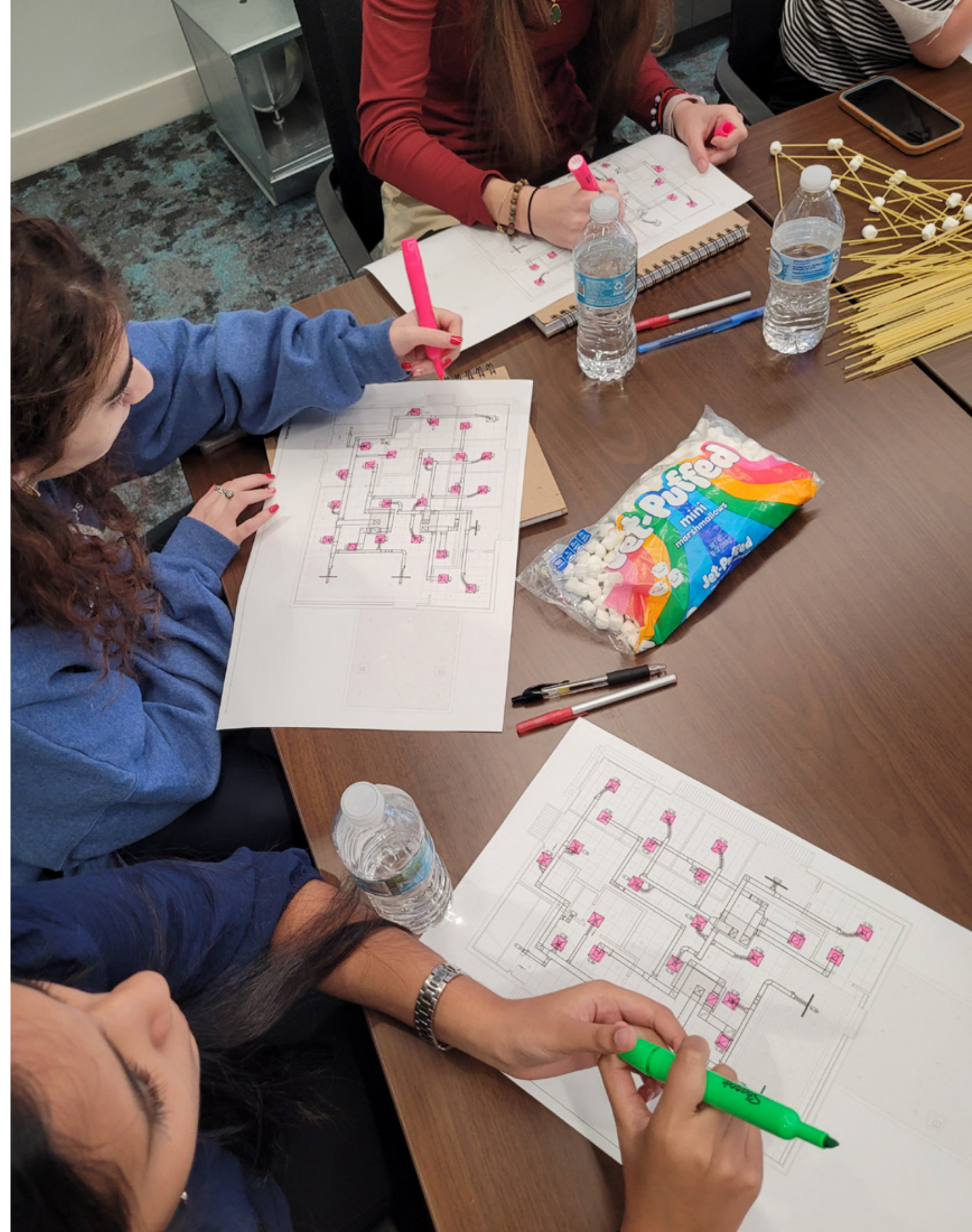
TLC's IDEA and Women's Initiative support STEM Education by partnering with local school districts, individual schools, libraries, science centers, Boys & Girls Clubs, and other non-profit organizations to present an age-appropriate introduction to the architectural, engineering, and construction industry to elementary, middle, and high school students who might not otherwise have the opportunity to learn about this career path. These presentations are hands-on and celebrate diversity through the presenters, engineering disciplines they cover, and the paths into the industry (bachelor's degree, associate's degree, or apprenticeship). TLC strives to overcome any barriers for student participation by offering transportation to the office or coming to the students' schools, providing lunch, and continuing the partnership through annual or bi-annual events.

### ACE Mentor Program

TLC supports staff in participating in the ACE Mentoring program as guest speakers or mentors for high school students who are already interested in the industry.

### Student Outreach

TLC presents to local colleges and universities' student organizations such as Society of Women Engineers, Society of Hispanic Professional Engineers, and ASHRAE on the career opportunities in the architectural, engineering, and construction industry, especially our intern openings.



# Equitable Compensation for All Employees

## LIVING WAGE

TLC utilizes the MIT Living Wage Calculator to ensure all employees are paid a wage that covers at least their basic living costs in their community. To ensure our employees are being paid a wage that is equal to or more than market value, we participate in multiple industry-specific salary surveys. TLC continually monitors wage inflation and utilizes this information to determine annual pay increases.

## PAY DISPARITY

TLC avoids continuing prior pay disparities by evaluating candidates' skills and experience instead of historical salary to determine the appropriate title and salary within our established pay ranges.



# ENVIRONMENTAL CARE INITIATIVES

The environment is vital to us. We understand that the earth is not just our home for the present but will also be home for future generations. We make conscious efforts to reduce our waste, assess risks, and take action. Environmental responsibility is a driving force for us at TLC. Throughout this section, we will discuss our environmental goals and elaborate more on what this means for us as a company.



University of South Mississippi Gulf Coast Research Laboratory & Marine Education Center



St. Petersburg Pier Park  
Image Courtesy of Rich Montalbano



JEA Headquarters  
Image Courtesy of Seamus Payne

## IN THIS SECTION

- Industry Leading Innovative Commitments
- Sustainable, Energy-Efficient Design
- Modeling and Validation of Designs
- Sustainable Design in Our Office Locations

# Industry Leading Innovative Commitments

## EDUCATION

Buildings generate nearly 40% of annual global CO2 emissions. As building engineers and designers, TLC has a responsibility to advocate for low carbon / low energy design strategies that help reduce carbon emissions. TLC has always been among the early adopters and leaders in the AEC industry in the reduction of both operational and embodied carbon emissions. TLC strives to be among the leaders in the AEC industry on the path to net zero through education, advocacy and early adoption.

### TLC The Next Generation

TLC's leadership is committed to consistently develop the next generation of TLC design professionals to understand and create environmentally friendly high performance designs. We encourage all TLCers to expand their knowledge and understanding of energy and sustainability related subjects, to become subject matter experts and leaders in the field. We encourage ongoing education and credentials such as LEED AP, WELL and fitWELL, Commissioning CxA, Energy Management Professionals, etc.

### Industry Leadership Commitments

TLC has committed to reducing the environmental impact and carbon footprint of through our design projects. Our goal is for design projects to meet the requirements of:

- AIA 2030 Commitment / Architecture 2030 Challenge
- SEI 2050 Commitment to Net Zero Embodied Carbon
- MEP 2040 Challenge to life cycle carbon reduction

### TLC GreenWeek

Every year since 2013, TLC's GreenWeek provides our TLCers, clients and partners the opportunity to learn about a variety of sustainability-focused topics from a combination of nationally recognized industry leaders and TLC leaders. TLC continues to host annual GreenWeek event that focus on internal and external education.



**2,000+**

GREENWEEK  
ATTENDEES OVER  
THE PAST FEW  
YEARS

**96**

POSITIONS HELD  
IN INDUSTRY  
ORGANIZATIONS  
BY TLC EMPLOYEES

**24**

ACCREDITED TLC  
COURSES FOR  
AIA CEUS

**150+**

CEUs AWARDED  
TO GREENWEEK  
ATTENDEES



A GreenWeek viewing client event was hosted in Charlotte



A GreenWeek client viewing party hosted by the Jacksonville office

# Industry Leading Innovative Commitments

## OPERATIONAL COMMITMENTS

TLC is committed to demonstrate our environmental leadership through our own internal actions and how we operate our day-to-day business. From our own carbon footprint and energy use to environmental quality and waste stream reduction, TLC strives to lead AEC industry by example.

### Carbon Footprint Reduction

TLC has established our “baseline” carbon footprint from operations and travel to use as a benchmark as we strive to reduce our own carbon footprint and environmental impact, with goals of:

- 50% Reduction by 2030 from 2020 baseline
- 75% Reduction by 2035 from 2020 baseline
- Net Zero Carbon Operations by 2040



TLC’s Orlando HQ office conducted its first ever Waste Audit to determine the amount and types of waste TLC produces, what is recycled/composted and what is sent to the landfill.

### Waste Stream Reduction

TLC is dedicated to eliminating as much landfill waste as possible to help contribute to the reduction of greenhouse gas emissions and reduce landfill space. Every TLC office provides an opportunity for recycling and waste diversion and we have established the following goals for every TLC office location:

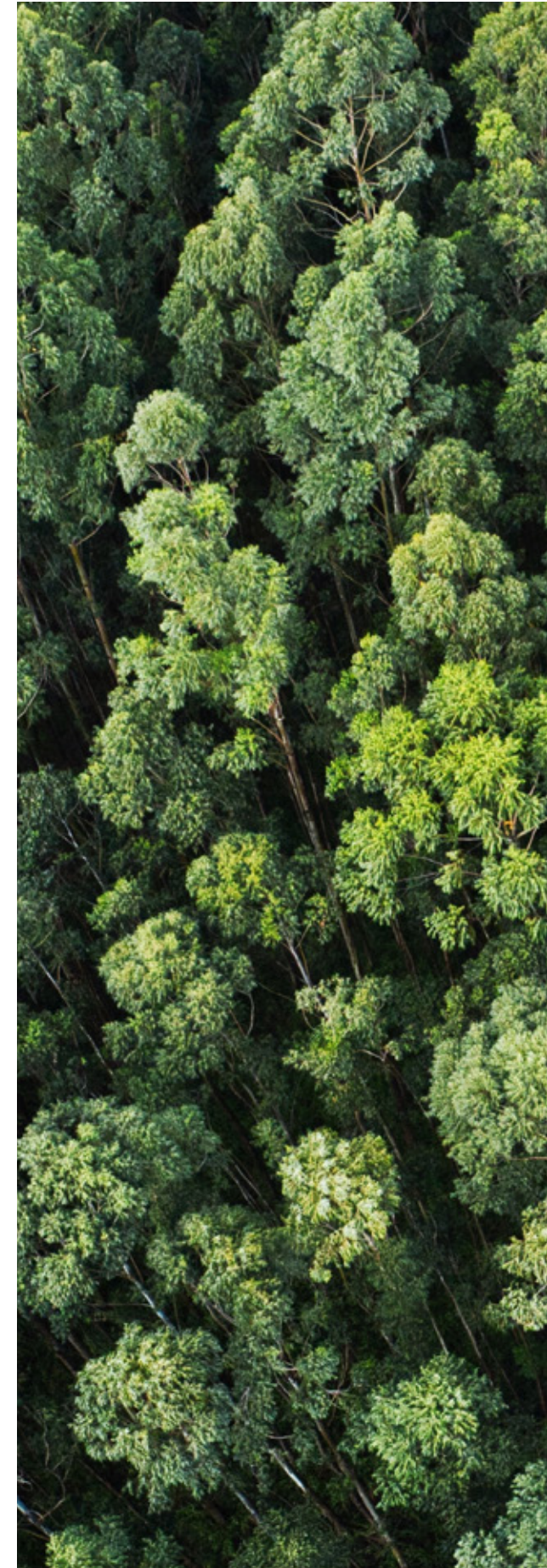
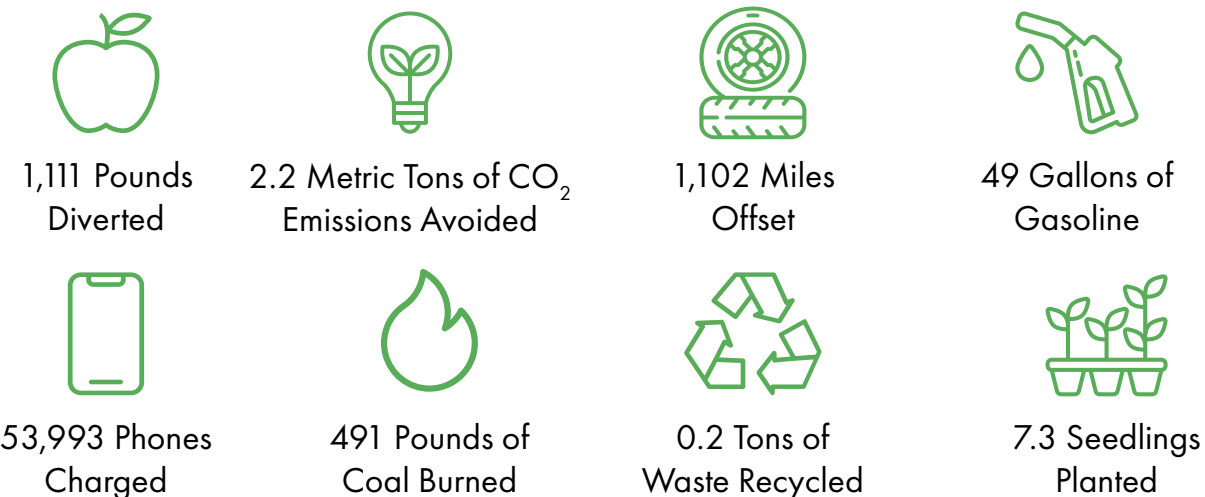
- 100% Recycling of Paper Cardboard Glass Plastics, Metal, Electronics by 2030.
- 100% Recycling & Waste Diversion by 2040

While recycling is important, the most effective way to reduce our environmental impact is not to create waste in the first place, for example reducing the waste generated through strategies such as:

- Reduce disposable plates, utensils, and cups
- Eliminate bottled water – all TLC offices are provided with filtered drinking water and ice makers

### TLC Orlando Office’s 2024 Composting Results

Composting efforts last year offset the equivalent of the stats below:





# Sustainable, Energy-Efficient Design

## HIGH PERFORMANCE DESIGN

Design is essentially a collection of value judgments, making decisions about the components and systems that make up a building. Those decisions can have a positive, or negative, impact on the building, its occupants, and the overall environment. Our design decisions and recommendations matter and have impact. We believe in making a positive impact on the world around us, by implementing efficient, resilient design that result in high performing buildings.

### Design Practices

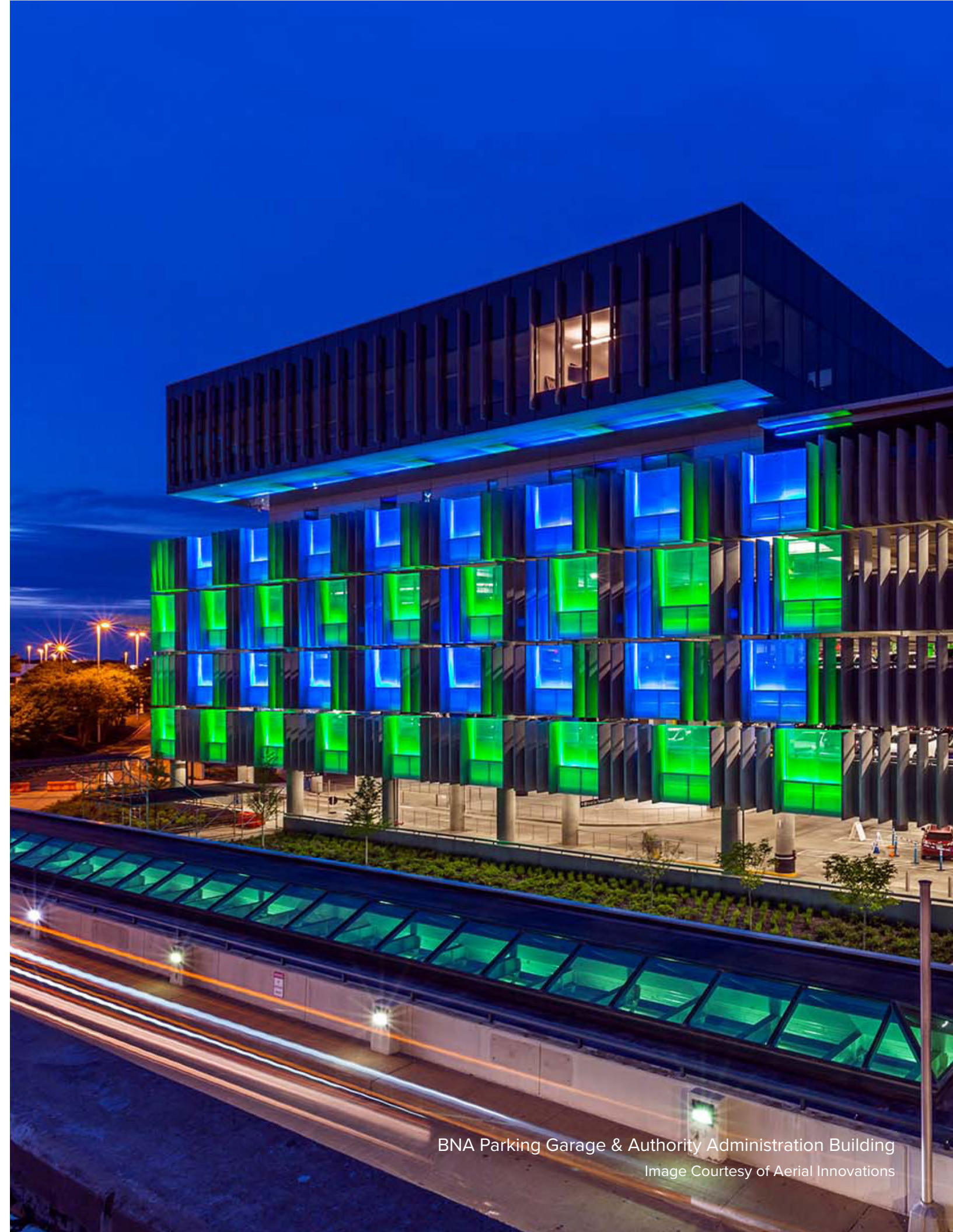
TLC design teams strive to develop appropriate, high-performance buildings/systems on every project, by applying smart, proven design strategies and innovative technologies where appropriate. Every project starts with discussion of the project's goals and opportunities including:

- Energy Performance Goal and Targeted EUI
- Renewable Energy Goals, Opportunities and Design Provisions
- Electronification and Decarbonization opportunities

### TLC High Performance Leadership Awards

Internal TLC competition for most innovative design/energy/commissioning projects with Annual Project Leadership Awards:

- Best electrification project.
- Highest performing building relative to 2030 commitment baseline.
- Best use of renewable energy technologies.
- Net Zero energy project.
- Best existing building energy reduction
- Living Building project.
- Best certified project (LEED, WELL, etc)



BNA Parking Garage & Authority Administration Building  
Image Courtesy of Aerial Innovations

# Sustainable, Energy-Efficient Design

## DESIGNING FOR NET-ZERO ENERGY

Our design approach combines today's advanced technologies, optimal design for energy consumption, and strong and climate-appropriate energy consumption targets to achieve high-performance and net zero energy buildings.

### Approach to Net Zero

Our approach to designing net-zero buildings is the same as any high-performance design and involves making deliberate, common-sense design decisions:

- Set energy performance goals
- Incorporate Energy Reduction Strategies to reduce overall demand as much as possible
- Take advantage of "free energy"
- Select efficient equipment efficiency
- Renewable Energy Design and Analysis
- Provisions for future Renewable Energy systems
- Commissioning and Performance Verification

### Parametric Analysis

We apply parametric analysis to investigate the effectiveness of design variables toward net zero energy buildings that includes design analysis and energy modeling. Pathways for managing energy consumption include optimal design of the building geometry, building envelope & fenestration, infiltration, lighting and daylighting, HVAC systems, controls, plug & process loads, and water heating.



# Modeling and Validation of Designs

## BUILDING PERFORMANCE MODELING

Each year, TLC provides energy performance data to our clients and industry partners for over 50 million GSF of new, renovated, and existing buildings, through building performance simulations, aka energy modeling. Building performance modeling is not only a vital design tool, it provides the blueprint for how our building designs are intended and expected to operate throughout their lifetime.

While modeling the energy performance of our designs is an important first step, we also strive to incorporate tools into the design that allow the actual building performance to be monitoring, tracked, and verified throughout the life of the building.

- Every project will have an energy performance goal.
- Energy performance verification
- Track energy performance relative to projections
- Calibrated modeling of existing buildings
- Energy use reduction strategies through simulation modeling

Through extensive energy modeling and an iterative process, starting at pre-concept and continuing throughout design, we evaluate the effectiveness of different energy strategies independently and in concert with other energy conservation strategies.



US Army Corps of Engineers E.A. White Elementary School

Image Courtesy of of Parkhill, Smith & Cooper and Shawn Sandusky, Get Smart Photography

# Sustainable Design in TLC Office Locations

## TLC OFFICES AS LEARNING LABS

TLC is committed to create environments for our employees that support their health and wellness and educate our clients about the benefits we see from it. Each TLC office serves as a lab for implementation of indoor environmental quality and energy performance initiatives, modeling and real-time tracking.

## LEED Certified Offices

Starting with the TLC Jacksonville Office's LEED-CI Silver Certification in 2009, all TLC office new locations and major office renovation projects are designed and constructed to achieve LEED CI Certification, with goal of Silver Certification. Through this experience we have recognized real benefits to the health, well-being and happiness of our employees by implementing sustainable strategies into our office designs such as:

## Monitoring and Performance Verification

TLC offices will have monitoring installed to measure environmental factors such as temperature, humidity, CO2 levels, sound and light intensity, and provide real-time feedback and report. Use of digital twins can be incorporated to create performance dashboards in each office location.

## Energy Star Appliances

As part of our LEED design strategies, all TLC offices utilize energy star rated equipment and appliances, and EPA WaterSense rated plumbing fixtures.



Access to daylight and views



Improved indoor air quality



Enhanced lighting and controls



HVAC zoning and controls



Thermal Comfort



Walkable access to local amenities and business



Low VOC materials



TLC Jacksonville Office Location which is certified LEED Gold.



TLC Orlando Headquarters Office Location which is certified WELL and LEED-CI Silver.

# LEADERSHIP AND GOVERNANCE

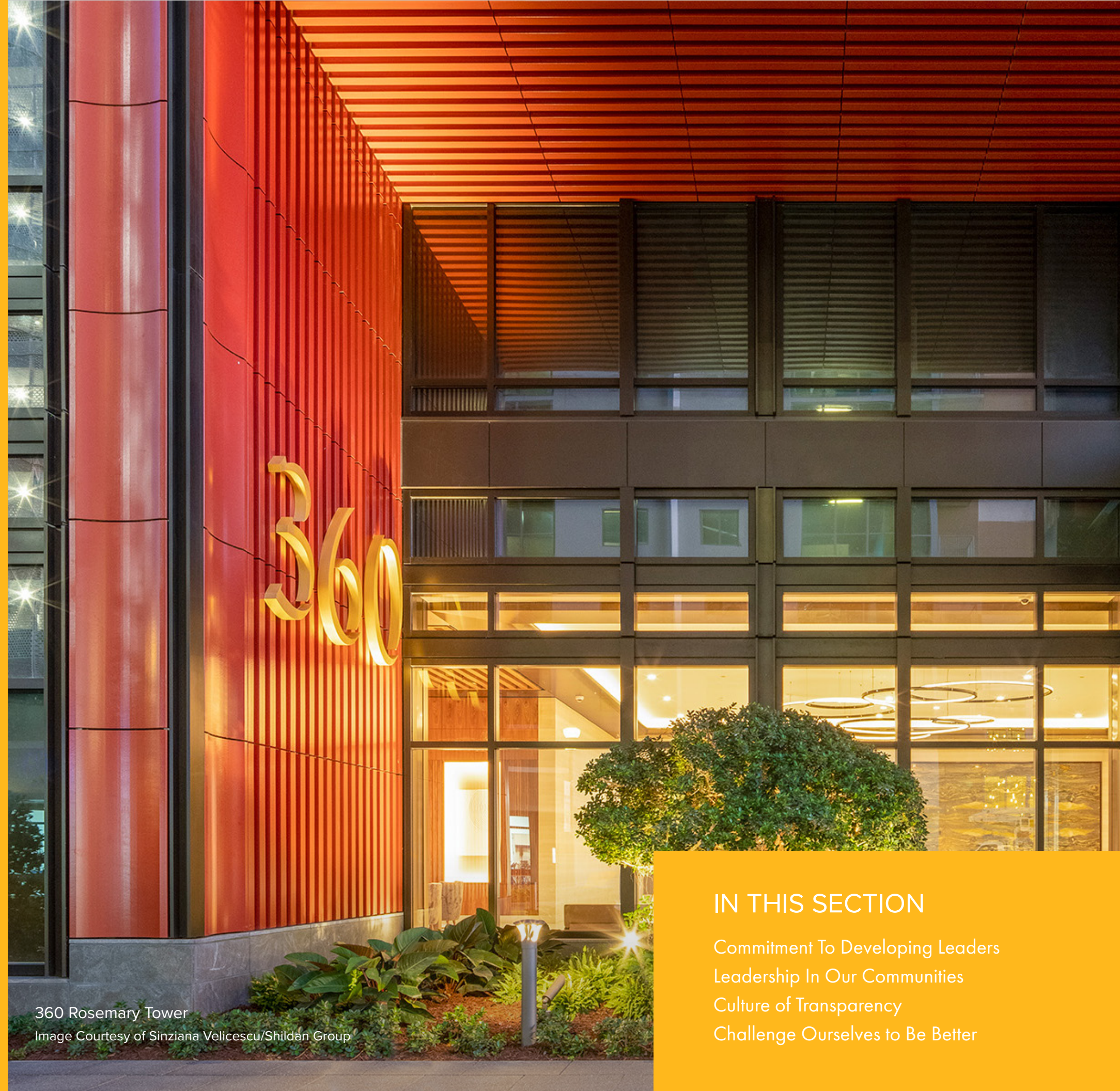
The governance section of this report provides an overview of TLC's structure and gives valuable insights into how the firm upholds responsible business practices. This section also demonstrates the firm's commitment to ethical business behavior through the renewal of the JUST Label, which addresses how employees are treated and community investment financially as well as socially.



Marriott Vacations Worldwide Headquarters  
Image Courtesy of Chad Baumer Photography



Gensler Miami Office  
Image Courtesy of devonbanksphotography.com



360 Rosemary Tower  
Image Courtesy of Sinziana Velicescu/Shildan Group

## IN THIS SECTION

- Commitment To Developing Leaders
- Leadership In Our Communities
- Culture of Transparency
- Challenge Ourselves to Be Better

# Commitment To Developing Leaders

## MENTORSHIP PROGRAM

TLC’s Mentorship Program is designed to foster personal and professional growth by connecting experienced mentors with mentees seeking guidance, support, and knowledge. This program aims to create a collaborative and inclusive environment where participants can exchange insights, develop skills, and build meaningful relationships.

Through one-on-one mentoring sessions and structured activities, the program focuses on the following objectives:

- Enhancing career and personal development.
- Encouraging continuous learning and knowledge sharing.
- Providing support for navigating challenges and opportunities.
- Building a community of trust, respect, and shared goals.

Whether you are an aspiring professional or an experienced leader, the Mentorship Program offers a platform to grow, inspire, and be inspired. Together, we aim to unlock potential, bridge gaps, and create lasting impacts to our employees. Employees are encouraged to seek mentorship and guidance necessary for developing and progressing technical skills and recognize the importance and impact of high-quality design work.

**50%**  
OF STAFF HAVE A MENTOR

**150**  
TOTAL EMERGING LEADERS  
SINCE 2005

**35%**  
OF STAFF ACT AS A MENTOR

## EMERGING LEADERS PROGRAM

TLC’s next generation of leaders participate in a leadership program developed specifically for engineers. The Emerging Leader Program is an initiative designed to identify, nurture, and empower these leaders. This program focuses on equipping participants with the skills, mindset, and confidence necessary to navigate complex challenges and drive innovation in their respective fields.

Tailored for high-potential individuals, the program offers a dynamic mix of workshops, leadership books, leadership exercises, and networking opportunities. Key areas of focus include:

- **Strategic Thinking:** Developing the ability to analyze, plan, and execute effectively in diverse environments.
- **Communication & Influence:** Mastering the art of clear communication, collaboration, and persuasive leadership.
- **Emotional Intelligence:** Cultivating self-awareness, empathy, and resilience to inspire and lead teams effectively.
- **Innovation & Problem-Solving:** Encouraging creativity and adaptability to drive impactful solutions. Participants will engage in real-world case studies, leadership simulations, and peer collaboration, ensuring a comprehensive learning experience. By the program’s conclusion, they will be well-prepared to take on greater responsibilities, lead with purpose, and make a positive impact in their organizations and communities.

This program is ideal for the highly-skilled, intelligent individuals ready to unlock their potential and embark on a meaningful career with TLC.



# Commitment To Developing Leaders

## INTERNSHIP PROGRAM

TLC's Internship Program is a dynamic and immersive program designed to provide students and early-career professionals with meaningful opportunities to apply their knowledge, develop new skills, and gain real-world experience in a supportive and collaborative environment.

The program emphasizes hands-on learning through engaging projects, mentorship from experienced professionals, and exposure to the inner workings of our organization. Interns will have the opportunity to:

- Work on impactful projects that contribute to organizational goals.
- Develop technical and soft skills to enhance their professional growth.
- Build relationships with mentors, peers, and industry experts.
- Gain insights into career paths and industry trends.

We are committed to fostering a culture of innovation, inclusion, and growth, ensuring interns feel valued and empowered throughout our intern's journey. Upon completion of the program, participants will be equipped with the tools, experience, and confidence to advance their careers and make meaningful contributions to their chosen fields.

## CONTINUUM OF EDUCATION AND LEARNING\*

**92**  
INTERNALLY TAUGHT TLC UNIVERSITY COURSES

**60**  
VENDOR TAUGHT TLC UNIVERSITY COURSES

**5,323**  
TLC UNIVERSITY COURSE TOTAL ATTENDANCE

**1,815**  
REDEVCTOR COMPLETIONS

**31**  
EMPLOYEES WHO GRADUATED FROM THE EMERGING LEADERS PROGRAM IN 2024

\*As of January 1, 2025



Interns go on a summer outing with their mentors and their cohort to help build their relationships outside of the office.



The Emerging Leaders class of 2024

# Leadership In Our Communities

## INDUSTRY COMMITTEE INVOLVEMENT

TLC’s active leadership involvement in industry committees and boards is a vital aspect of fostering innovation, shaping industry standards, and driving positive change. TLC has long been involved in organizations that shape design standards. Our founders were early members of ASHE, ASHRAE, FGI, NEC/NFPA, IEEE, and other key groups, and our leadership remains actively engaged today. By participating in these committees, our leaders contribute their expertise, vision, and strategic insight to address critical challenges, develop best practices, and influence policy and regulatory frameworks. Key benefits of leadership engagement in industry committees include:

- **Collaborative Problem-Solving:** Working alongside peers, experts, and policymakers to develop solutions to industry-wide issues.
- **Knowledge Sharing:** Leveraging collective insights to stay informed about emerging trends, technologies, and market dynamics.
- **Advocacy and Influence:** Representing the organization’s interests while promoting ethical standards and sustainable growth.
- **Networking and Relationship Building:** Strengthening professional networks that open pathways to partnerships and innovation opportunities.

**55+**  
YEARS OF INVOLVEMENT WITH  
NATIONAL CODE DEVELOPMENT

**60+**  
INDUSTRY ORGANIZATIONS  
IN WHICH TLC PARTICIPATES

## SUSTAINABILITY LEADERSHIP

TLC hosts its annual initiative dedicated to promoting sustainability, environmental stewardship, and innovative green engineering practices called Green Week. This week-long event showcases the company’s commitment to sustainable development and raises awareness about eco-friendly solutions among employees, partners, and the broader community. Green Week features a range of engaging activities, including:

- **Educational Workshops:** Sessions led by sustainability experts focusing on energy efficiency, renewable technologies, and sustainable design.
- **Eco-Friendly Challenges:** Encouraging team participation in activities that promote reducing carbon footprints, waste minimization, and resource conservation.
- **Sustainability Showcases:** Highlighting green projects, innovative solutions, and success stories from TLC’s engineering initiatives.
- **Community Engagement:** Partnering with local organizations for environmental clean-ups, tree planting, or other eco-conscious community events.

**78**  
LEED ACCREDITED  
PROFESSIONALS

**3**  
LEED  
FELLOWS

**7**  
WELL & FITWEL  
CERTIFIED EMPLOYEES





# Culture Of Transparency

## TOWN HALL

TLC's town hall is a key platform for fostering transparency, collaboration, and open communication across all levels of the organization. This quarterly gathering brings together leadership and employees to share important updates, celebrate successes, and align on the company's strategic direction and goals.

These town halls are integral to building a culture of trust, inclusivity, and continuous improvement, where every voice is valued. They demonstrate a commitment to transparency and collaboration, empowering employees to contribute meaningfully to the company's growth and success.

## MONTHLY GROUP ASSEMBLIES

For more regular updates to vital business initiatives, results and successes, each operating unit holds monthly assemblies. The monthly gatherings express monthly business metrics, celebrate work anniversaries and employee birthdays, and generally discuss business activities on a more intimate level.

By bringing together team members regularly, these assemblies help reinforce shared values, enhance transparency, and build a stronger, more connected organizational community. They also serve as a pulse check on progress and a way to cultivate a collaborative and inclusive workplace environment.



# Challenge Ourselves to Be Better

## CHALLENGE THE STATUS QUO

At TLC Engineering Solutions, challenging the status quo is a foundational principle that fuels our pursuit of excellence, innovation, and continuous improvement. It represents our commitment to question conventional thinking, rethink established processes, and drive transformative solutions that create meaningful impact.

Key aspects of our approach to challenging the status quo include:

- **Innovation-Driven Mindset:** Embracing creativity and bold ideas that lead to groundbreaking engineering solutions and sustainable advancements.
- **Proactive Problem-Solving:** Identifying inefficiencies, exploring alternatives, and implementing forward-thinking strategies to enhance performance and outcomes
- **Empowering Team Members:** Encouraging every individual to share insights, question assumptions, and contribute innovative ideas regardless of role or tenure.
- **Collaboration and Diversity of Thought:** Leveraging diverse perspectives and cross-disciplinary expertise to push boundaries and uncover new possibilities.

By fostering a culture that values curiosity, adaptability, and continuous learning, TLC challenges traditional norms to redefine what's possible in engineering and design. This approach not only enhances client success but also advances industry standards and inspires positive change within our communities.



# Our Path Forward

**With this report, we continue our commitments in action to our sense of belonging, our inviting culture, accountability to our employees and communities that we serve.**

We must challenge ourselves to innovate, evolve and adapt to meet the challenges ahead of us. This plan will be reviewed yearly to maintain our positive momentum in these commitments and to challenge ourselves with additional commitments.

**THINK. LISTEN. CREATE.<sup>®</sup>**