RESPEC

2025 ANNUAL REPORT

Introduction by Jason T. Love
CEO & PRESIDENT

The People who Elevate our Culture
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Seen Across the Industry
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BETTER TOGETHER

RESPEC

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RESPEC Leadership

Active in 2025

BOARD OF DIRECTORS

Stephen O'Rourke, Lead Director*
Laura Donaldson*
Matt Emerson
Pamela Feuerstein*
Brian Iverson*
Jason Love
Jay VanOrden*
Philip Welling
**External Director*

CORPORATE OFFICERS

Jason Love, Chief Executive Officer/President
Philip Welling, Chief Financial Officer/Treasurer
Jason Miller, Chief Administrative Officer
Russell Persyn, Chief Operating Officer
Karla Lipp, Corporate Secretary
Robyn Beaird, Corporate Controller

SENIOR VICE PRESIDENTS

Meagan Chaddick, Data & Technology
Jan Hutwelker, EARTHRES
Jay Nopola, Mining & Energy
Edward Rectenwald, Water
Daniel Rauchenstein, Facilities
Mike Rabe, Transportation
John Wojdak, Land Development

VICE PRESIDENTS

Karen Soderlund
Mario DiPasquale
David Horvath
Ezaz Khan
Amy Mestas
Denise Quick
Lee Rosen
Tabetha Stirrett**
*****Also President of RESPEC Canada***



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BUILDING BETTER TOGETHER

MESSAGE FROM OUR CEO

As I reflect on 2025, I'm struck by the momentum we've built together. It's a reminder that the strength of RESPEC has always come from people working well together and supporting one another.

This past year marked an important step for the company. Revenue reached $167.4 million, margins performed, and nearly every part of the business grew. We expanded our capabilities, welcomed new teams, and continued integrating services across the company. Alongside the impact of acquisitions, we achieved approximately 14% organic net revenue growth—one of the strongest years we've experienced in a long time.

That progress reflects the work of more than 700 employee-owners. Across our North American footprint, people stepped in to help each other and continued delivering for clients.

Throughout the year, we also continued strengthening the company for the long term. The addition of Albertson Engineering Inc. expanded our capabilities in structural and facilities engineering and reinforced our presence across the Mountain West. At the same time, we continued integrating EARTHRES, Geothermal Resources Group, and Enviromin—bringing together talented teams and complementary services that allow us to serve clients in new and more impactful ways.

More and more, the most meaningful work we deliver comes from people working across disciplines and geographies. Our clients trust RESPEC with increasingly complex challenges—over 90% of our work comes from repeat clients—and that trust is something we work to earn every day.

We also continued investing in leadership and professional development. Initiatives such as implementing a learning management system (RESPEC You) and our leadership programs help ensure that employee-owners can grow, contribute, and take on greater responsibility needed to sustain long-term performance.

Through Vision 2030, we have set a clear direction for the future: building a North American engineering and consulting company known for being a place with great teams, where people can grow, and one that rewards performance. The progress of this past year gives us confidence we are moving steadily in that direction.

To the entire RESPEC team—thank you.

Jason T. Love

CHIEF EXECUTIVE OFFICER
& PRESIDENT







AIDAN SCHMITT
Alaska and Montana teams came together in Yellowstone National Park to survey and support long-term flood reduction efforts.

THREE SUMMITS OF RECOGNITION

- **One Great Team** deeply connected across geographies and service lines.
- **A Place Where People Grow and Advance** from hire to retire.
- **A Place That Rewards Performance,** where effort and excellence are recognized.

THE PEOPLE WHO ELEVATE OUR CULTURE

OUR PEOPLE

Culture remains one of RESPEC's strongest foundations.

The progress RESPEC is seeing across the business comes down to how people work together. When deadlines tighten or conditions shift, employee-owners don't wait. They step in. Knowledge moves across offices. Solutions are developed together, keeping work moving when it matters most.

At RESPEC, culture is shaped through that kind of response. Ownership extends beyond roles, and people step in to move the work forward. PACT reflects how that shows up in practice: Passion, Accountability, Caring, and Teamwork.

Our employee-owners point to the people around them, the support they can rely on, and the work they are part of. Engagement survey results also show that more work can be done to sustain that momentum.

89% FEEL ACCEPTED by their immediate coworkers

1.5% HIGHER THAN INDUSTRY

88% say the people they work with TREAT EACH OTHER WITH RESPECT

3.3% HIGHER THAN INDUSTRY

86% believe we will BE SUCCESSFUL IN THE FUTURE

2.8% HIGHER THAN INDUSTRY

Feedback from across the company is helping shape where we focus next. Strengthening recognition, clarifying expectations, and continuing to invest in employee development are all part of how RESPEC works to improve experience across the company.

HEAR IT FROM OUR EMPLOYEES

"One of the great things about RESPEC is the culture. The culture feels relaxed and genuinely collegial, and ***I've felt consistently supported on projects by teammates who are always ready to pitch in when needed."***



ROMMY LAHERA
Practice Leader, Water

"I feel supported on every project I'm part of. *Whenever issues come up, leadership understands what I'm dealing with and is always supportive in helping work through whatever arises."*



MATT CUNNINGHAM
Survey Technician, Transportation

"What stands out most here is the teamwork. People step in for each other without hesitation, which keeps projects moving forward. ***I've also been struck by how often leadership checks in to ask whether the work I'm doing feels stimulating and meaningful.*** *That never happened in my previous companies."*



NATALIE WAGNER, PE
Engineer, Water

"At the end of last year, I had a pile of deadlines, and colleagues from the Montana and Alaska offices stepped in to help. Their support kept everything moving and got us across the finish line. ***That kind of collaboration stands out to me at RESPEC.*** *Even as the only land development person in my office, I'm able to jump in and support other teams, like Data & Technology, using my GIS experience."*



CRISTIAN DEPAZ
Engineer-in-Training,
Land Development

"I'd say almost every day someone from my team steps in to help, and I do the same. It's a collective group handling fast-moving work, so it's always easy to ask for help. That's why I feel supported. ***We've got talented people across time zones who are always ready to jump in."***



GABRIELLA FOURIE
Proposal Coordinator

"Our office has a great support system in the design and drafting team. ***We are constantly collaborating with each other*** *on ideas and design methods for our individual and team projects."*



AARON HARTWELL, PE
Senior Engineer, Facilities

DEVELOP EVERY EMPLOYEE

GROWTH & DEVELOPMENT

Supporting How Our People Grow

What does development actually look like inside a company like RESPEC?

For years, the answer has been simple: projects, mentorship, and the willingness of experienced employee-owners to take the time to teach others how the work is done.

People learned by stepping into challenges and working alongside colleagues who had seen those problems before.

As RESPEC expanded across markets, regions, and newly integrated teams, those opportunities continued to grow, but they weren't always easy to see. Vision 2030 made the goal clear: develop every employee.

On October 1, 2025, RESPEC You launched companywide.

RESPEC You is the learning platform that bring development programs into one central hub. Leadership Academy preparation, instructor-led sessions, online learning, and career development pathways now live in a shared system where employees can track their progress, see what comes next, and take a more active role in their own development.

RESPEC You builds upon the mentorship and experience that have always shaped careers at RESPEC, making those opportunities easier to access and manage.

RESPECYOU
POWERED BY U



Development in Motion

When development becomes visible, leadership follows. In 2025, several leaders stepped into new roles as RESPEC continued expanding across markets and regions.

Three additional leaders stepped into Vice President roles.



RUSSELL PERSYN, PE was promoted to Chief Operating Officer after nearly a decade helping build RESPEC's water practice and strengthening collaboration across teams.



ED RECTENWALD, PG joined the company as Senior Vice President of Water, bringing decades of experience in hydrogeology and water infrastructure while helping connect water work across regions.



AMY MESTAS, PE continued expanding RESPEC's facilities and structural engineering capabilities.



DAVE HORVATH, PG grew RESPEC's reach in solid waste management infrastructure.



EZAZ KHAN, PE oversaw surface engineering with infrastructure design.

These leaders reflect what development at RESPEC ultimately creates: people prepared to guide teams, strengthen collaboration, and help move the company forward.

"Joining RESPEC through an acquisition, I've been able to build connections across markets and work more collaboratively. Participating in the Leadership Academy showed me that RESPEC truly invests in its people."

JARED SCHIPPERS, PE
Principal Engineer, Facilities



Development Across Careers

Employee Participation	Career Advancement	Leadership Development	Intern Program
586 employees actively used RESPEC You in the first 2 months	**115** people advanced their careers through promotion or step-progression	**12** future leaders prepared through Leadership Academy	**31** interns participated in the 2025 summer intern program



"My internship with RESPEC was an experience that helped me grow professionally and see how the skills I learned in school translate to real-world projects. That experience made stepping into a full-time role feel like a natural next step."

DENZEL CHIKE
Associate Consultant,
Data & Technology





WHERE EXPERTISE CONNECTS

INTEGRATION

Where It Starts to Show

When companies grow through acquisition, new expertise comes with them. The real shift happens when teams begin working together on the same projects.

In 2025, we saw that happen. RESPEC is becoming a more connected, integrated partner, creating more opportunities to work across disciplines and expand their impact.

Integration is how we bring the full strength of RESPEC into every project.

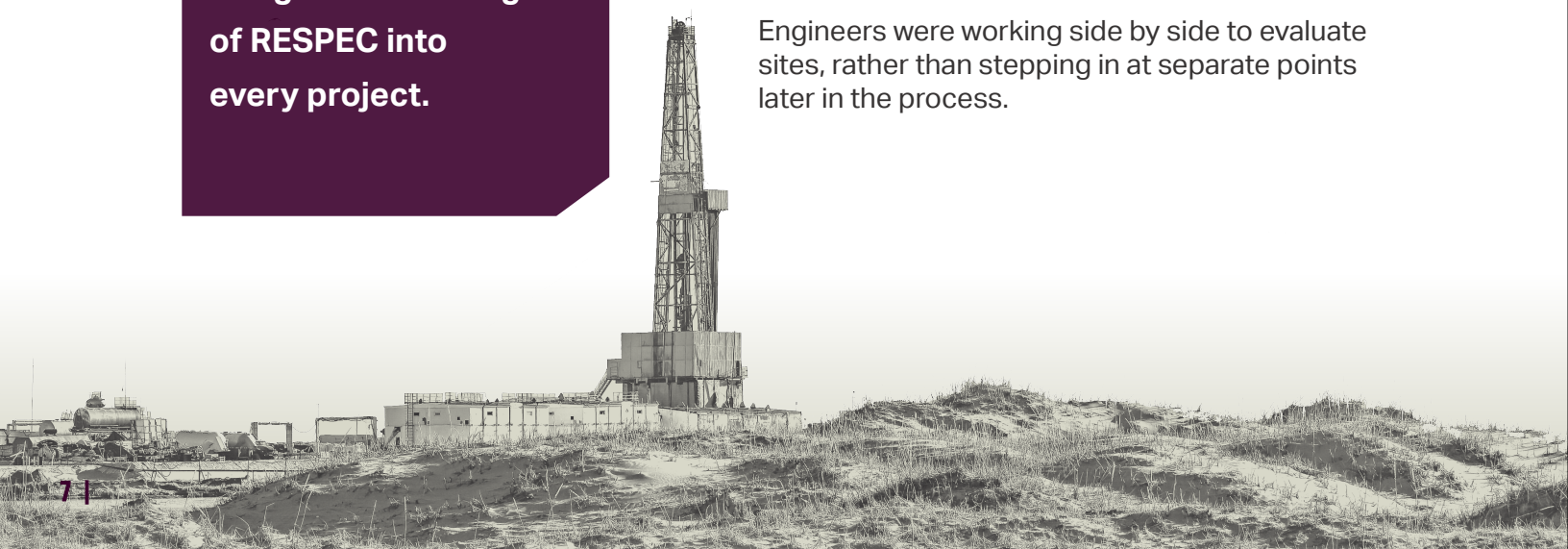
Earlier in the Work

Integration first showed up when teams were brought into the work.

As Geothermal Resources Group integrated with RESPEC's Energy group, the combined team expanded its ability to support early-stage exploration beyond what either could offer independently before the acquisition.

In Nevada and Utah, temperature gradient wells helped define where geothermal resources were viable before site decisions were made. Early insight gave clients clearer visibility into subsurface conditions and reduced uncertainty at the start of the project.

Engineers were working side by side to evaluate sites, rather than stepping in at separate points later in the process.



"Our environmental compliance team has always prided ourselves on achieving and maintaining permits and regulatory solutions that work for the client, community, and regulatory agencies. As an acquired part of RESPEC, we've seen even more opportunities to work in other states and markets. Currently, we are working on air permits in Utah, Florida, and now potentially Kentucky—all new areas to us!"



NICOLE WILSON
Senior Project Manager, Solid Waste

Into Existing Relationships

Integration also changed where teams were involved.

EARTHRES brought long-standing relationships in the solid waste sector. As RESPEC staff were introduced into those relationships, they began working alongside EARTHRES to support the same clients across additional services.

Conversations that once focused on landfill engineering expanded into broader discussions around infrastructure, operations, and regional systems. In Alaska, teams across facilities, engineering, and environmental disciplines began contributing to the same clients.

Work now spans disciplines, building solutions that reflect the full system, not just one part of it.

Pipersville, PA

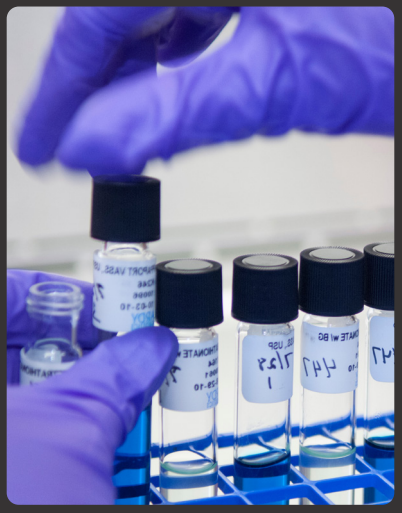
Within the Same Project

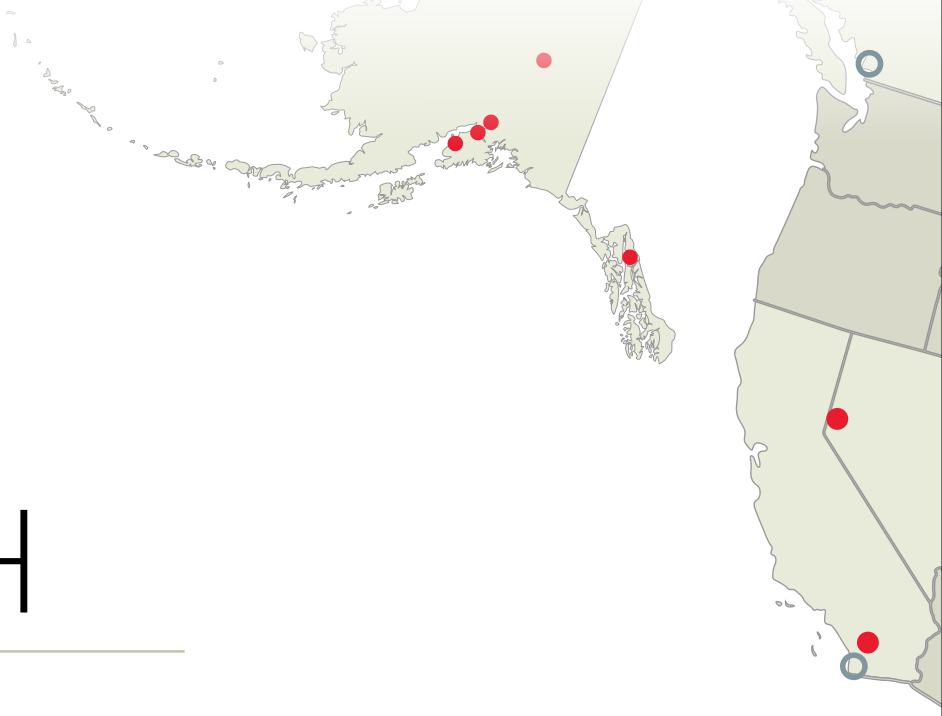
Integration became most visible in how teams began working within the same project.

Enviromin brought geochemical modeling into the workflow—an added capability RESPEC had not previously applied in this type of work. Combined with existing mine water expertise, the team could pair geochemical analysis with water system planning in a coordinated approach.

From the start, the disciplines worked together to define key decisions, rather than passing work between teams in sequence. Workstreams were coordinated early to support timely decisions.

The approach is still evolving, but it is already improving how the team aligns early on and what they can evaluate upfront.





GROWING OUR REACH

OPPORTUNITIES

More people. More places. Shared opportunity.

As people connect and capabilities expand, growth starts to show up in new places.

In 2025, that meant adding more offices, positioning teams closer to clients, strengthening regional delivery, and creating new entry points for work across North America.

This is how RESPEC is building toward Vision 2030—becoming a recognized North American company not just by expanding our footprint, but by delivering consistent, high-quality work across regions and markets.

Expansion is most effective when it stays connected—when local presence is backed by the full strength of the company.

More People

700
employees

152
new hires
in 2025

More Places

8
new office locations

Geographies Served

48
states

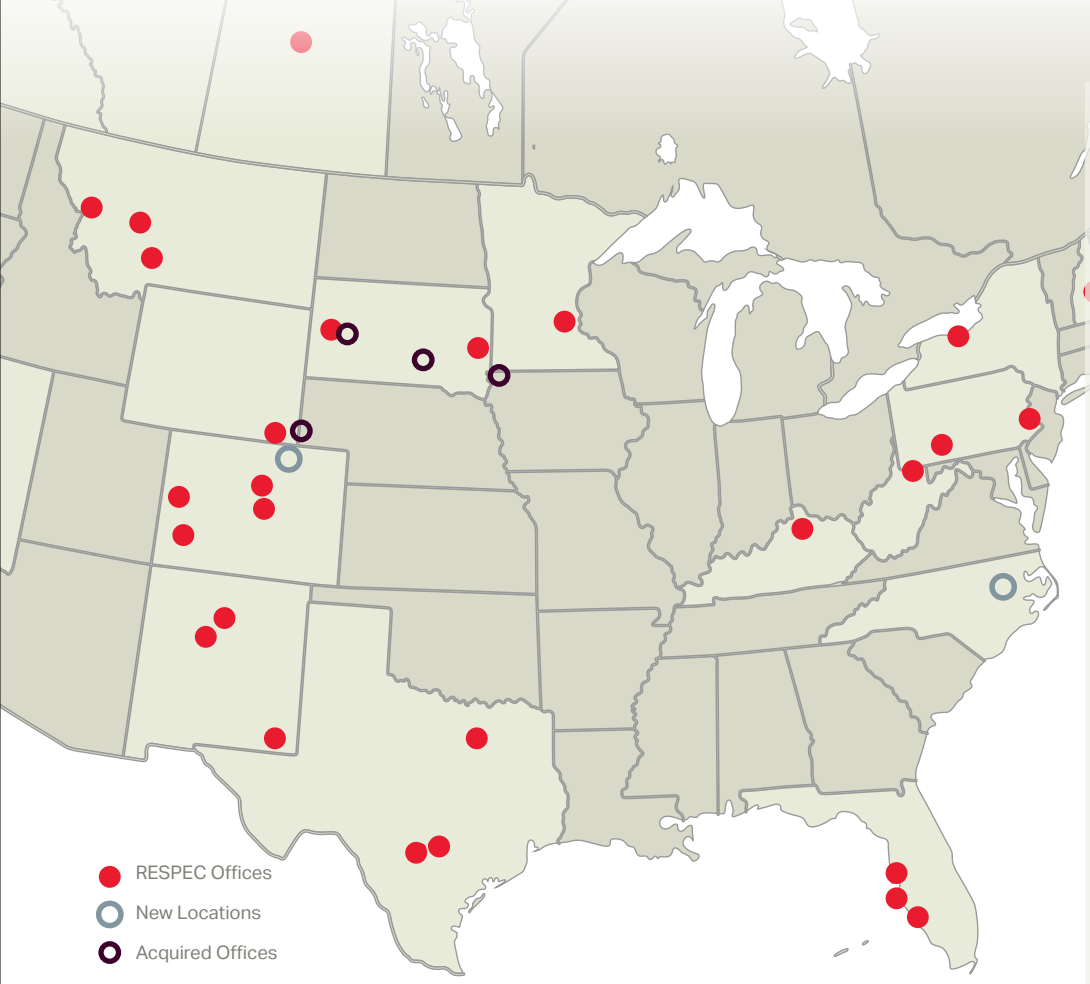
5
provinces

Across North America, our growth is showing up in new offices, expanded teams, and a stronger presence in the places our clients need us most.

"Working across RESPEC, we're positioning ourselves for innovative water work in California, from reservoir operations and groundwater management to applied research like AI for water systems. What motivates me most is helping turn that research into practical solutions for our clients."



ERFAN GOHARIAN
Practice Leader, Water



VANCOUVER, BC

Closer to the work.

Under the leadership of Mario Bianchin, our Vancouver presence strengthens mine water management support for mining clients in western Canada, aligning local teams with RESPEC's broader North American resources.

SAN DIEGO, CA

Momentum in California.

San Diego serves as a launchpad for RESPEC Water in California, connecting local client needs to the full capabilities of our Water team across the company. Led by Erfan Goharian, the team is already building momentum, including a breakthrough win, driven by cross-office collaboration with our Colorado water staff.

RALEIGH, NC

A foothold in North Carolina.

We welcomed Travis Tyboroski to lead and expand our land development presence in North Carolina. In his first few months, he secured new contracts and connected clients to RESPEC's multidisciplinary team.

LOVELAND, CO

Regional delivery, strengthened.

Loveland adds capacity close to Colorado clients while staying connected to shared RESPEC expertise and standards. Led by Amy Patterson, the office is already supporting local efforts like drinking water analysis and system improvements.

ACQUISITION SPOTLIGHT:

Albertson Engineering Inc.

Joined RESPEC: September 2025

In 2025, RESPEC welcomed Albertson Engineering Inc. (AEI). AEI is a trusted structural engineering firm with deep roots across South Dakota and Wyoming, and their 20-person team expands our regional presence and structural depth across the Mountain West. The acquisition also supports structural growth in Colorado and Minnesota, strengthening connections between offices and disciplines and creating more opportunities for us to grow.

- RAPID CITY, SD
- SIOUX FALLS, SD
- WINNER, SD
- CHEYENNE, WY

SEEN ACROSS THE INDUSTRY

RECOGNITION

Our impact is expanding. Visibility is growing with it.

As RESPEC expands into new markets and regions, the effects start to show in other ways. We are being recognized more often across the industry, not just for the work we deliver, but for how we lead, partner, and contribute.

Across disciplines, that recognition is building, reflecting the momentum behind the company's growth and the people driving us forward.

BILLINGPLATFORM PARTNER OF THE YEAR

Delivered billing systems that replace fragmented processes with connected, transparent platforms, supporting implementation, integration, and long-term performance.

ELEVATE RAPID CITY BUSINESS EXPANSION AWARD

Growth reflected in expanded headquarters, strengthened technical capabilities, and more space for collaboration as the teams and work continue to grow.

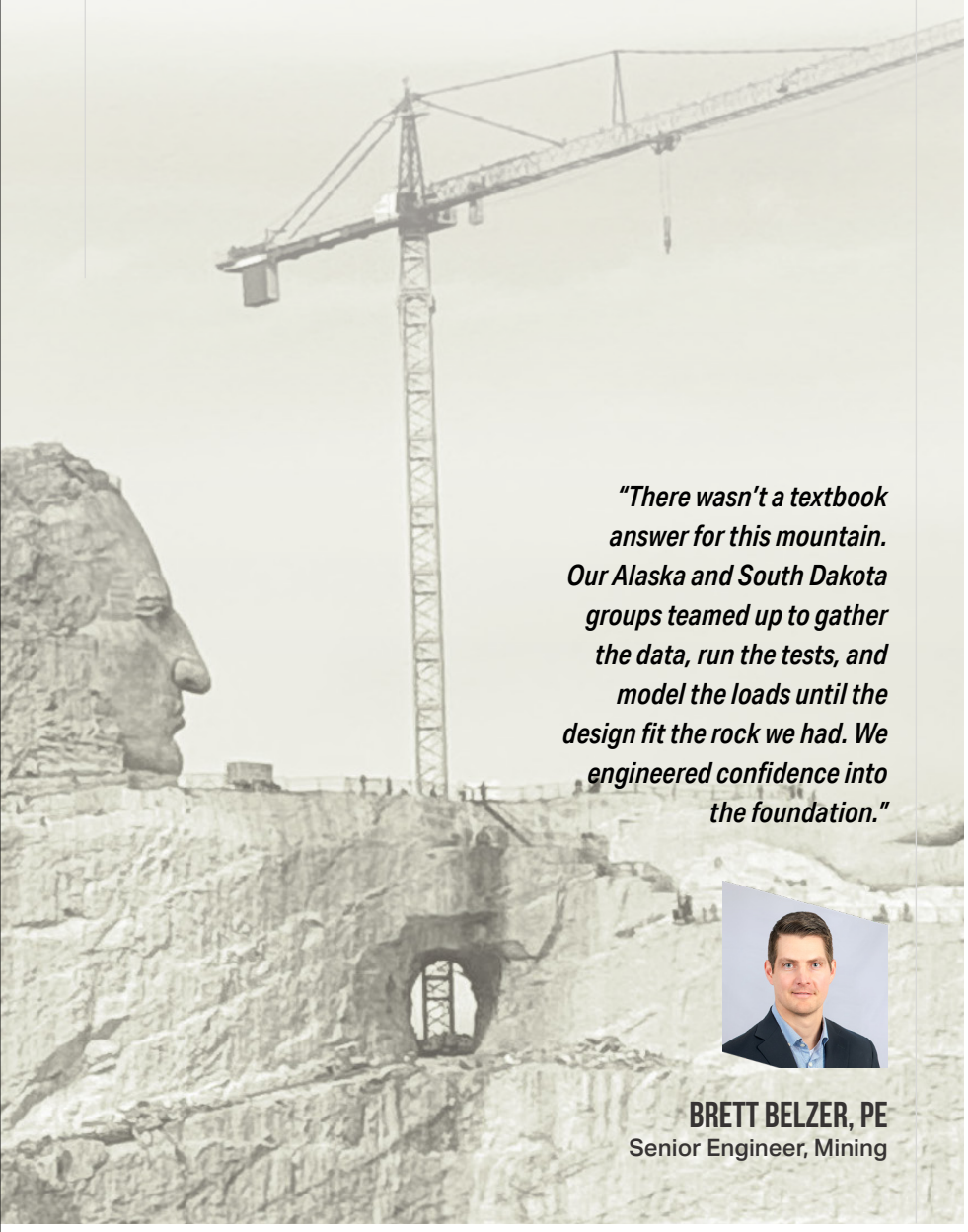


DUSTIN MORIN
Dave Bucknam Outstanding Instructor Award

NICOLE WILSON, PE
Pennsylvania Engineer of the Year

OUTSTANDING ENGINEERING ACHIEVEMENT AWARD

Awarded by the South Dakota Engineering Society for exceptional engineering achievement on the Crazy Horse Memorial tower crane foundation.



"There wasn't a textbook answer for this mountain. Our Alaska and South Dakota groups teamed up to gather the data, run the tests, and model the loads until the design fit the rock we had. We engineered confidence into the foundation."

BRETT BELZER, PE
Senior Engineer, Mining

BUILDING A FOUNDATION

Into the Mountain

High on a steep rock face in South Dakota's Black Hills, crews at the Crazy Horse Memorial needed a safer way to move massive stone and equipment. A 215-foot tower crane could solve that problem, but placing it created another. The preferred location had weakly layered schist, and the mountain itself had to carry the load.

The team set out to understand the rock in place by using field investigations, lab testing, and LiDAR-based modeling to match the design to actual site conditions. The work brought together mining, geotechnical, and structural experts across offices, allowing the design to respond to the actual rock conditions. They created a robust foundation—making it possible to safely operate at scale.



Steady results. Earned trust. Shared confidence.

Numbers never tell the full story of a year. But they do confirm what we felt every day: we're stronger together. People stepped up, shared responsibility, and delivered with the consistency our clients rely on. We kept commitments, deepened relationships, and moved forward with purpose.

"Being employee-owned means the work we do every day strengthens the company we share. Our success stays here, creating stability today and opportunity for the future."



MALIA SHOULTS
Accounting Assistant

STRONGER TOGETHER

FINANCIALS





Loveland, CO, Office Open House

STRONG PERFORMANCE

$167.4M

Gross revenue in 2025
(+17.4% year-over-year)

STEADY GROWTH

14%

organic net revenue growth in 2025

CONFIDENCE AHEAD

$182M

Backlog entering 2026
(+20% year-over-year)

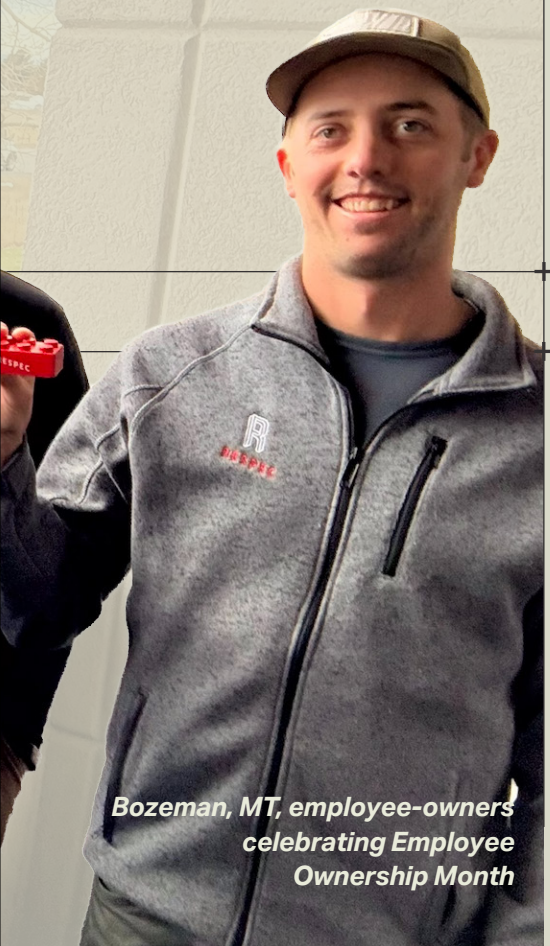
TRUST EARNED

90%+

Client retention
(>$100K annual revenue)

RETURNING VALUE

In 2025, employee-owners received **more than 60%** of pre-bonus, pre-retirement, pre-tax earnings. That includes **$13M** in benefits through the ESOP, medical insurance, and incentive compensation.



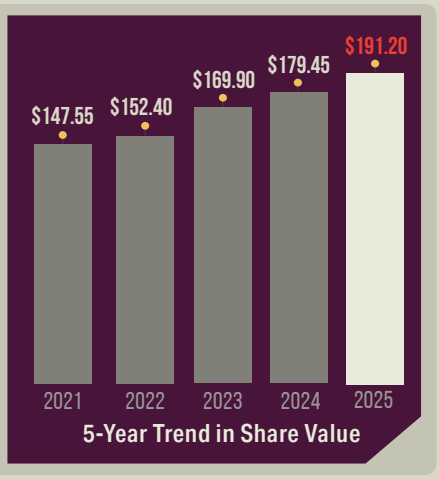
Bozeman, MT, employee-owners celebrating Employee Ownership Month

SHARE VALUE

$191.20

Share Value
(as of Dec. 31, 2025)

RESPEC's share value increased 6.5% in 2025 and 55% since 2020, reflecting long-term stewardship and a business designed to endure.



5-Year Trend in Share Value

INFRASTRUCTURE THAT HOLDS

Systems people rely on everyday.

Some systems don't leave much room for error. Water, healthcare, and transportation have to work consistently, and strengthening them depends on bringing the right expertise together to make decisions that hold up over time.

PROJECTS



EXPANDING CARE

Without Closing the Doors

In Spearfish, South Dakota, population growth pushed the hospital to its limits. Adding space was complicated in this multiphase addition and renovation project.

Each phase had to connect decades of construction, often with incomplete information, while the hospital stayed fully operational. The design team planned for unknowns, adjusted in the field, and coordinated with the contractor to protect the schedule and keep patients and staff moving safely.

The work required building portions of future phases early, including corridors, to maintain access to new additions. The first phase added beds and a new entrance, helping the hospital meet demand and keep care in the community.



"We weren't just designing an addition. We were connecting decades of work while the hospital stayed operational."

AARON HARTWELL, PE
Senior Engineer, Facilities

CREATING YEAR-ROUND ACCESS

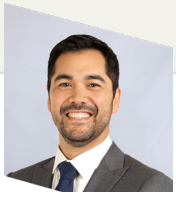
Where It Doesn't Exist

Angoon is one of the few Southeast Alaska communities without an airport. Travel relies on seaplanes and an irregular ferry, and winter storms can cut off both, making access to healthcare, supplies, and regional services uncertain. This project aims to change that.

Designing a new airport required working within tight geographic and environmental constraints while understanding how the community moves. The team evaluated site conditions, flight operations, and funding, coordinating with the Alaska Department of Transportation & Public Facilities and engaging the community throughout. Once complete, the airport will provide safer, more reliable year-round access.



"Designing a new airport is fairly uncommon, probably along the lines of a once-in-a-career type project. And although it's been a challenging project, it's been very rewarding."



EDGAR TINAJERO, PE
Engineer, Transportation

KEEPING WATER FLOWING

Where Conditions Change Fast

High above Ridgway, Colorado, the town's raw water diversion sits in steep terrain where access is limited and conditions can change quickly. After a major flood swept away the original structure, the risk was clear. The next surge couldn't do the same.

The work went beyond rebuilding what was lost. Water and digital specialists worked together on an accelerated schedule to stabilize the stream and introduce remote gate controls, allowing the system to be monitored and adjusted without constant trips up a narrow mountain road.

At 9,300 feet, rugged field conditions, and a short construction window, RESPEC worked closely with the Town of Ridgway and the contractor, adapting in real time.

"We didn't always have perfect information up there. A lot of it was working through issues in real time with the Town and contractor."



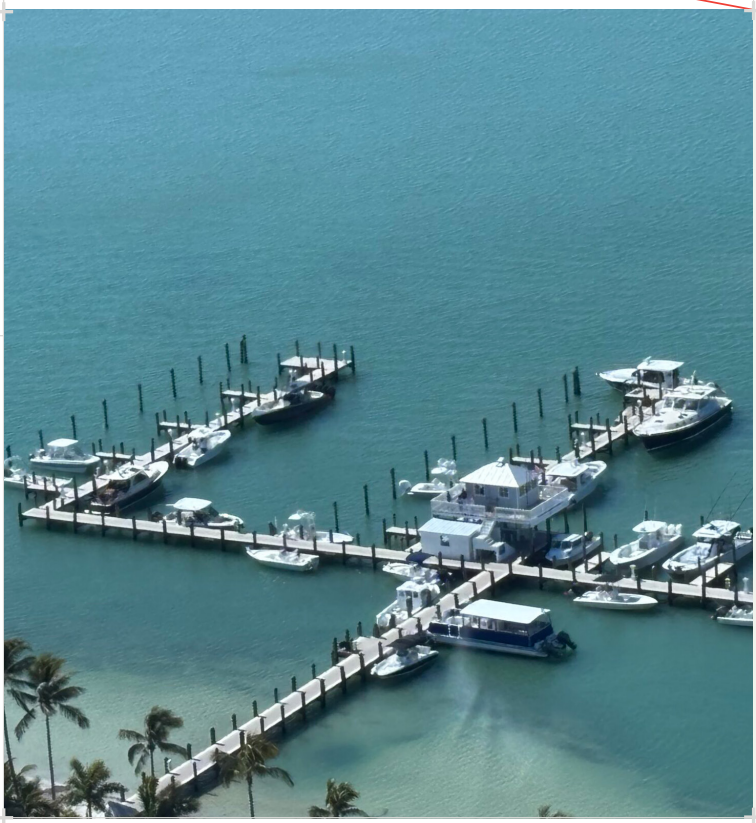
ALAN LEAK, PE
National Practice Leader, Water



MANAGING SYSTEMS **RESPONSIBLY**

Protecting air, water, and land.

Natural systems carry long-term impacts and managing them means working within real constraints. Solutions come from combining science, engineering, and local knowledge to reduce risk and support what can be sustained over time.



MANAGING VEGETATIVE WASTE

Where It Can't Leave

On Useppa Island, Florida, even routine cleanup comes with a catch. Every pile of vegetative debris has to be loaded onto barges and shipped to the mainland, turning storm recovery and day-to-day operations into a constant logistical effort. This project focused on breaking that cycle.

Working through a layered permitting process, the team coordinated with state regulators, forestry officials, and fire authorities to define how an on-island system could safely reduce waste volume. The challenge was not just approval, but proving the approach could meet strict air quality requirements in a constrained environment.

Now the island can manage vegetative debris on site, cutting barge trips, speeding storm recovery, and changing the logistics equation for day-to-day operations.

"Useppa Island is introducing a cleaner, more efficient way to manage landscape and storm debris through a modern air curtain incinerator system, which will reduce barge traffic and improve sustainability by processing vegetative debris safely and responsibly on site."



FAHAN ASGAR
Associate Project Manager, Solid Waste

TESTING A NEW MINE WATER TREATMENT APPROACH

Where Every Decision Is Harder

At a remote former mine site in Yukon, managing contaminated water has long meant hauling in chemicals and handling large volumes of sludge. The scale, cost, and location make every decision harder, and conventional approaches come with long-term trade-offs.

This project takes a different path.

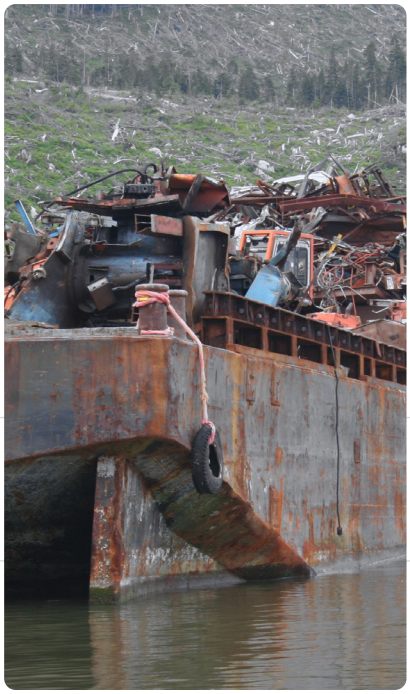
Instead of moving straight into design, the project is focused on early-stage testing to understand how a new treatment approach performs under real conditions. That means building in checkpoints, validating assumptions, and reducing uncertainty before anything is constructed.

As the work moves toward pilot deployment, the goal is to lower long-term costs, reduce environmental impact, and change how sites like this are approached from the start.

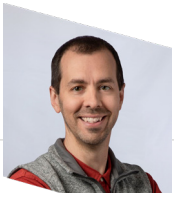
"We're trying to prove this works before anyone commits to full construction. If we get it right now, we avoid major risks later and open the door to a much simpler, more sustainable solution."



MARIO BIANCHIN, PHD
Director of Mine Water Management, Mining



"We're not bringing in a solution and asking communities to adapt. We're figuring out what works where they are and building from that."



PAT COTTER
Program Manager, Land Development

DESIGNING WASTE SYSTEMS

for Remote Alaska Communities

Across Southeast Alaska, many communities manage waste with few options and no easy way out. With limited transportation and isolation from larger systems, what accumulates locally also has to be dealt with locally.

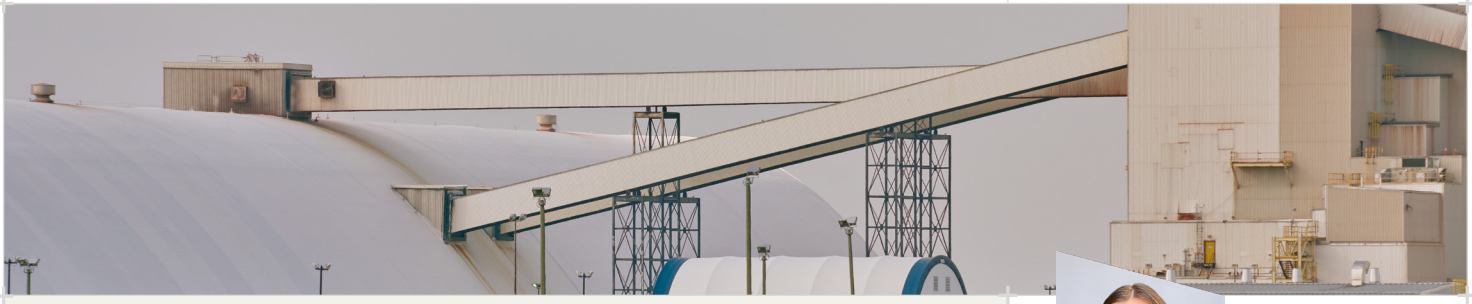
The work starts with understanding what's actually in the waste stream and what each community can realistically support. RESPEC is working alongside 35 communities, combining data with local knowledge to identify solutions that fit the conditions on the ground.

Drawing on expertise across solid waste, transportation, and infrastructure, the effort connects disciplines to real-world constraints, helping communities reduce waste, manage costs, and build systems that can hold up over time without pushing the burden onto already limited local resources.

ENABLING
INFORMED DECISIONS

Progress depends on clarity.

Some of the most important work happens before anything is built. Projects move forward only when there is a clear path—when risks are understood, systems are defined, and decisions can be made with confidence.



DEFINING THE PATH
for Domestic Potash

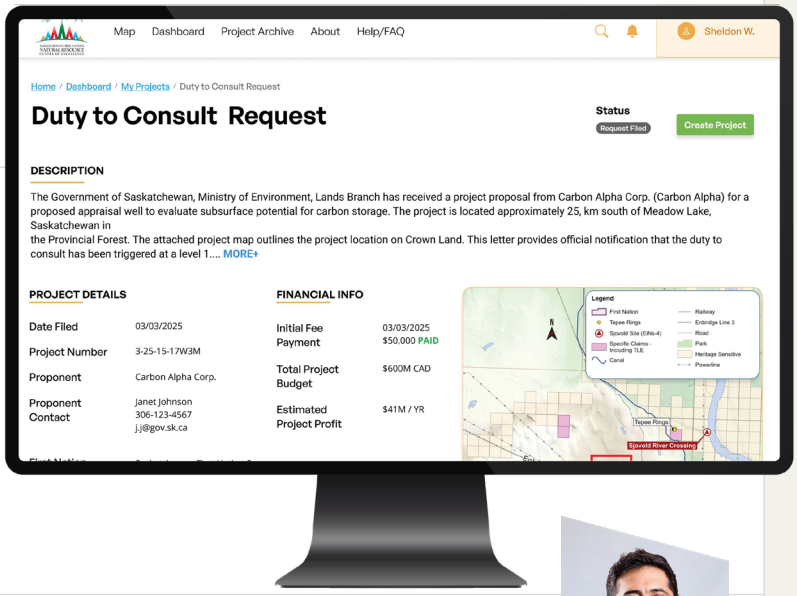
In southeastern Utah, a new source of domestic potash depends on more than what's underground. Turning brine into a usable product requires a complex processing system, each component with its own air quality implications. Without a clear and defensible permitting path, the project doesn't move forward.

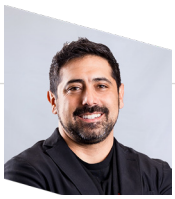
Evolving plant designs were translated into a strategy regulators could evaluate, defining how emissions would be managed across the entire system, from processing to storage. That work does more than support the project—it makes it possible, opening a path to a lower-impact, domestic source of potash.



KAITLYN WALTER
Engineer,
Solid Waste

"Working proactively with the regulatory agency, we brought the client's team and RESPEC's engineers together to deliver a timely, efficient permit application."





JOSH RIVERA
Principal Consultant,
Data & Technology

"We're building a system that puts First Nations in control. By leveraging our design systems, we can deliver high-quality custom software faster, extending our solutions in a way that supports sovereignty and community-defined outcomes."

SHIFTING CONSULTATION

Toward First Nations Leadership

Duty to consult notices often arrive abruptly for the First Nations of Saskatchewan, bringing dense documentation, unclear expectations, and a countdown that starts immediately. Too often, that leaves First Nations reacting instead of leading.

RESPEC partnered with The First Nations Centre of Excellence (the Centre) to rethink the process. The team mapped how consultation unfolds, then designed a system that supports earlier engagement, clearer communication, and better visibility across every step.

A working prototype now helps stakeholders see what's happening, what's coming next, and where decisions need to be made, thus shifting consultation from a late-stage requirement to a tool for informed, timely action. Looking forward, RESPEC will be working with the Centre on the first phase of the software application in 2026.

IMPROVING ROAD ACCESS

for Increased Haul Traffic

As quarry operations expanded in northern Colorado, haul traffic began to outpace what local roads could safely handle. Congestion increased. So did risk. Before the county would allow the client to haul from the property, it required capital improvements to local roads.

RESPEC evaluated roadway conditions, intersections, and haul routes to understand where the system was breaking down. The RESPEC teams working across Colorado and Alaska designed targeted improvements that addressed immediate safety concerns while supporting long-term operations. The result made it possible to move materials safely and keep production moving, without overloading the infrastructure it supports.



"What stood out was how everyone took ownership. Even when external voices added unexpected complications, RESPEC and the client stayed aligned and kept things moving."

JENNA LOHMANN, PE
Project Manager, Water



USING DATA AND INNOVATION TO MOVE FORWARD

Applying insight into what comes next.

Not every challenge has a standard approach. Moving forward depends on understanding how systems perform, applying what's known in new ways, and working across disciplines to define what comes next.



"Water is one of our most critical and finite resources, and this project reflects RESPEC's commitment to its sustainable management. Through this roadmap, we partnered with state agency stakeholders to define a clear, strategic path forward—aligning data, technology, and organizational priorities."

STABILIZING A GROWING
Water Data Platform

As a statewide water data platform grew, so did the demands placed on it. Utilities, planners, researchers, and residents all relied on it, but the system wasn't built with that level of use in mind. The agency needed to understand what the platform could support and where it was starting to break down.

RESPEC worked with both users and technical stakeholders to map how the system was actually being used and where it was falling short. This effort included evaluating the underlying architecture and identifying risks that could affect long-term performance.

Those insights now guide how the platform evolves, aligning user needs with system capabilities and giving the agency a clearer path for future investment.



JESS DUVERNEAY
Project Manager,
Data & Technology



BUILDING ENERGY STORAGE

Into Solid Rock

Energy storage is moving underground, deep beneath Kern County, California. The Willow Rock Energy Storage project is designed to store compressed air nearly 2,000 feet below the surface in hard rock, a first at this scale. But making it work isn't just about excavating deeper—it also requires ensuring the rock can withstand pressure, temperature changes, and long-term loading while maintaining system integrity over time.

Decades of underground mining and cavern design experience are being applied to answer those questions. By adapting proven methods to a new challenge, the work is helping define what long-duration energy storage could look like without relying on batteries or large surface systems.



"We're leveraging our underground engineering experience to help solve one of the energy sector's biggest challenges—scalable energy storage."

JAI DUHAN
Engineer, Energy

RESPEC
FOUNDATION

ONE RESPEC
MANY COMMUNITIES

Local giving. Matched support. Paid volunteer time.

The impact of the RESPEC Foundation shows up in small choices made across offices and time zones. People choose causes that matter locally, make time so service can happen, and show up together because someone said, "Let's do this." Employee-owners turn that into action for neighbors, schools, and community partners close to home.

That same approach is shaping how RESPEC invests in the next generation. Scholarship applications increased from 24 in 2024 to 225 in 2025, showing a growing interest from students looking for support. End-of-year giving included a $6,000 contribution to Girls Who Code, helping expand access to opportunities in technology and engineering.

Achieving 501(c)(3) status in 2025 also strengthened the Foundation's ability to support this work over time, creating a structure for continued giving, growth, and long-term impact.



$28K
awarded
through STEM scholarships

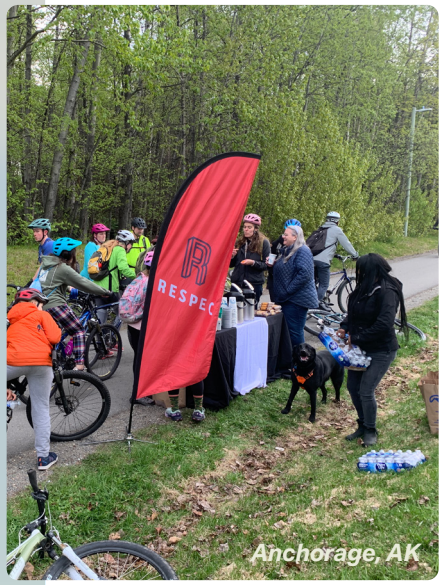
$23K
contributed
toward charitable giving from employees

$200K
contributed
toward charitable giving by company

Grand Junction, CO



Richardson, TX



Anchorage, AK


Bozeman, MT

Where we live, we give.

Across RESPEC, employee-owners lead Foundation efforts in the communities where they live and work. Sometimes, it's stewardship, like cleanups and restoration projects. Other times, it's hands-on service, from Habitat for Humanity builds to shifts at a food bank. The common thread is local choice—choosing together builds trust inside the team because everyone shares in the impact.

How we showed up.

The following examples illustrate how our charity funds become local action:

- **Richardson, TX:** Richardson put the "C" in PACT by hosting a Carter BloodCare drive.
- **Anchorage, AK:** Anchorage staffed our Winter Bike to Work Day station on the trails.
- **Grand Junction, CO:** Grand Junction restored a bee pollinator area for Earth Day at Las Colonias.
- **Reno, NV:** Reno cooked a meal at the Veterans Guest House for veterans' families.
- **Bozeman, MT:** Bozeman collected 34 winter items for students through a warm clothing drive.
- **Rapid City, SD:** Rapid City filled food boxes at Feeding South Dakota for families in need.

1,416
volunteer hours
contributed

204
employees
used company-provided volunteer hours

63
charities
were served in North America

12
events
supported students in STEM

225
applications
submitted for our STEM scholarships

11
students
received scholarship funding from RESPEC