

2023

THE POWER OF WE.

Diversity, Equity & Inclusion Impact Report





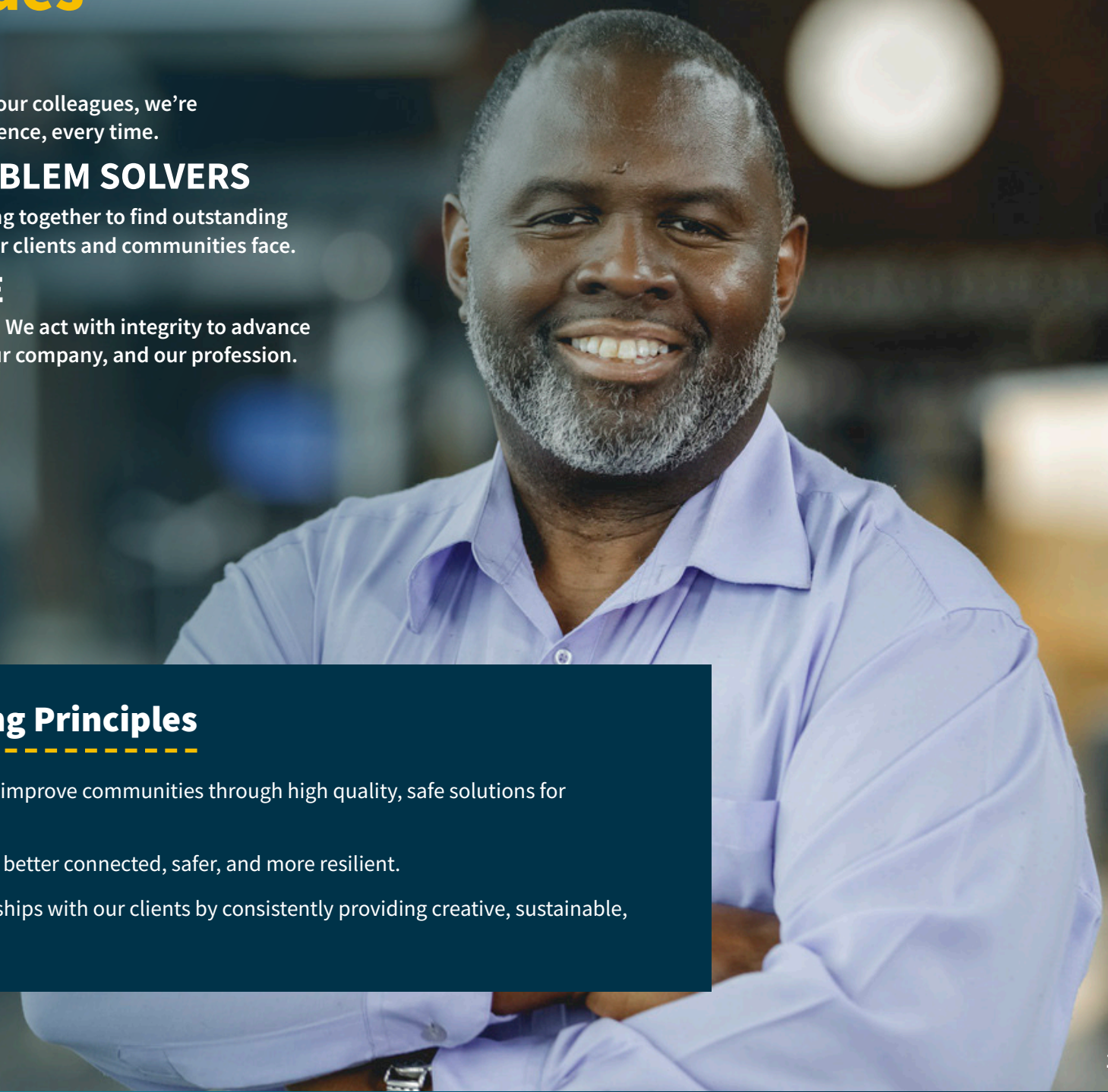
In this Report

TranSystems plans, designs, and oversees construction to enhance the transportation networks and infrastructure that makes communities more livable today and in the future. Our professionals in more than 60 offices throughout the U.S. bring strong local connections, new thinking, and fresh approaches to solve community challenges across the country.

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Our Core Values

- ALL-IN, ALWAYS**
Whether it's for our clients, or our colleagues, we're committed to delivering excellence, every time.
- PASSIONATE PROBLEM SOLVERS**
We're passionate about working together to find outstanding solutions for the challenges our clients and communities face.
- DRIVEN TO SERVE**
Service to others is at our core. We act with integrity to advance our communities, our team, our company, and our profession.



TranSystems Guiding Principles

- PURPOSE** To connect people and improve communities through high quality, safe solutions for transportation and infrastructure.
- VISION** To make our communities better connected, safer, and more resilient.
- MISSION** To build lasting relationships with our clients by consistently providing creative, sustainable, and implementable solutions.

All-In Always

Our Commitment to You

Living up to our vision to be the transportation consultant of choice means fostering a work environment that welcomes diversity, prioritizes inclusion and values equity for all our employees, our clients and partners, and our communities.

We recognize the value that a diverse workforce and client base provides to the overall strength of our company. As the employer of choice, we are committed to action and strive for a company that reflects the vast diversity of our country and the communities we serve. TranSystems is committed to embracing diversity in all forms, including race, culture, age, sexual orientation, gender identity, disability, veteran status, thought and religious background. We acknowledge the impacts of prejudice and discrimination on historically underserved communities. We are committed to establishing a more diverse, inclusive and positive work environment that drives innovation.



Work Force Representation

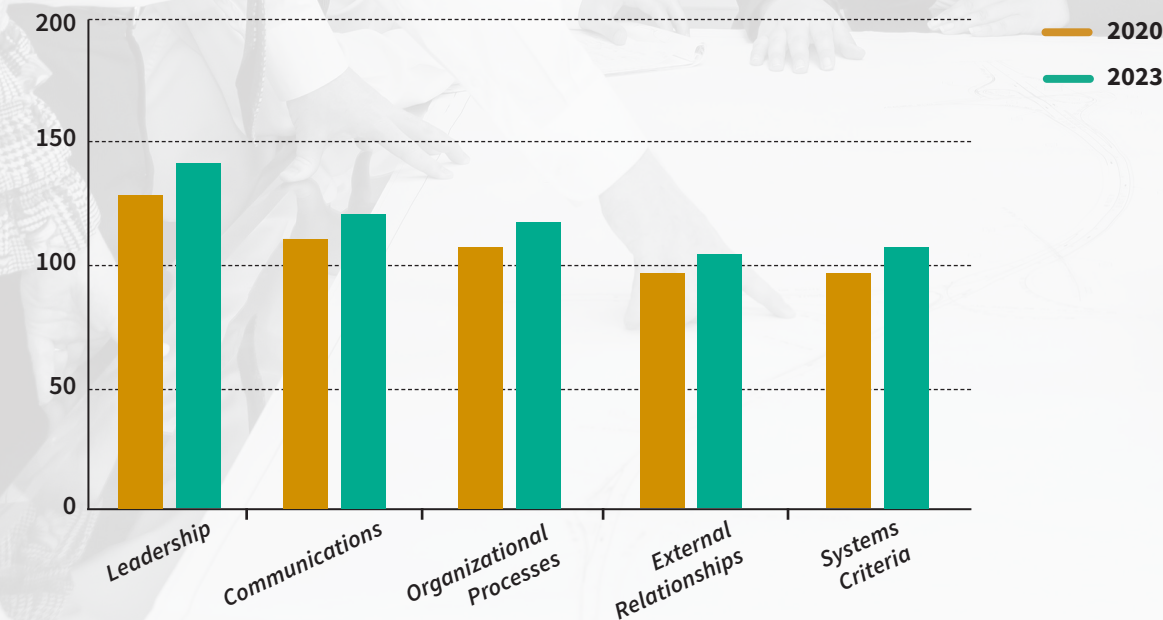
TRANSYSTEMS INCLUSIVE SYSTEMS ASSESSMENT SHOWS DEI IMPROVEMENT, BUT ALSO MORE OPPORTUNITIES

For the last two years, TranSystems has partnered with Global Bridgebuilders to assist in expanding our diversity, equity, and inclusion (DEI) efforts. At the onset of these efforts, we took a survey, the Inclusion Systems Assessment (ISA), which evaluates how DEI lives and breathes in every way at TranSystems.

Inclusive Systems Assessment Results

With a score of 612.79, TranSystems is a company that is making concrete changes in how it operates and communicates in the industry and the communities we serve. Diversity, equity, and inclusion are becoming more integral to the work TranSystems does every day. We can serve as an example for other companies, but still have work to do.

Leadership	132.12	143.42	External Relationships	98.89	101.87
Communications	124.80	135.23	Systems Criteria	97.78	110.00
Organizational Processes	113.31	122.27	Overall	566.90	612.79



About the iSA

The iSA® collects data about the organization's existing diversity, equity, and inclusion management system. It is primarily concerned with what an organization does and the systems it has in place to foster a diverse, equitable, and inclusive environment. In other words, it is more concerned with organizational behavior and processes instead of individual attitudes.

The iSA report includes five sections:

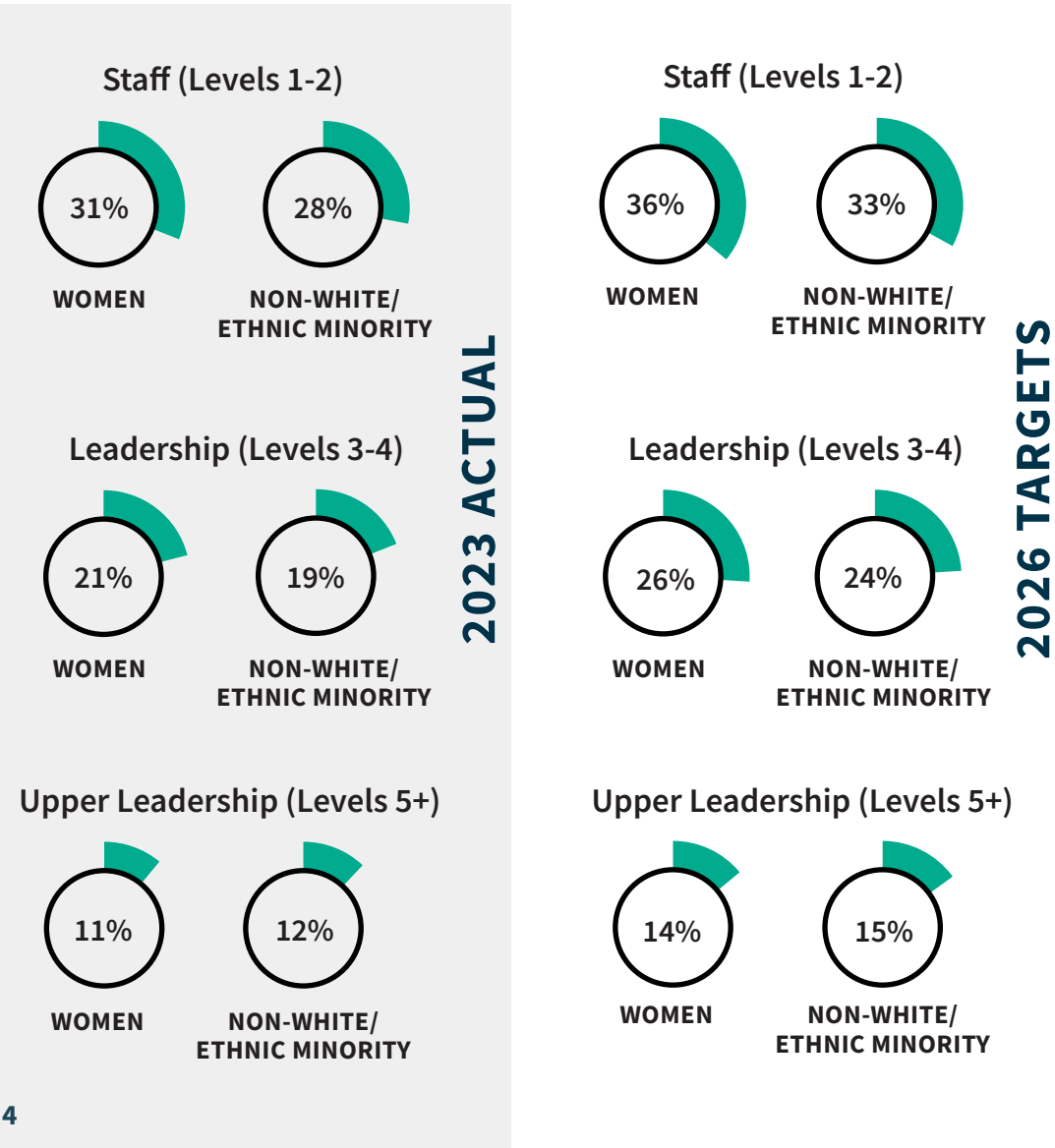
1. Leadership
2. Communications
3. Organizational Processes
4. External Relationships
5. Systems Criteria

Each of the five sections has a total of 200 points; when totaled, the assessment equals 1,000 points.

TranSystems had 906 employees respond to the survey, 63% of staff. Overall, we saw improvements across the board, but there's still much work to do.

Always Moving Forward

Workforce Representation

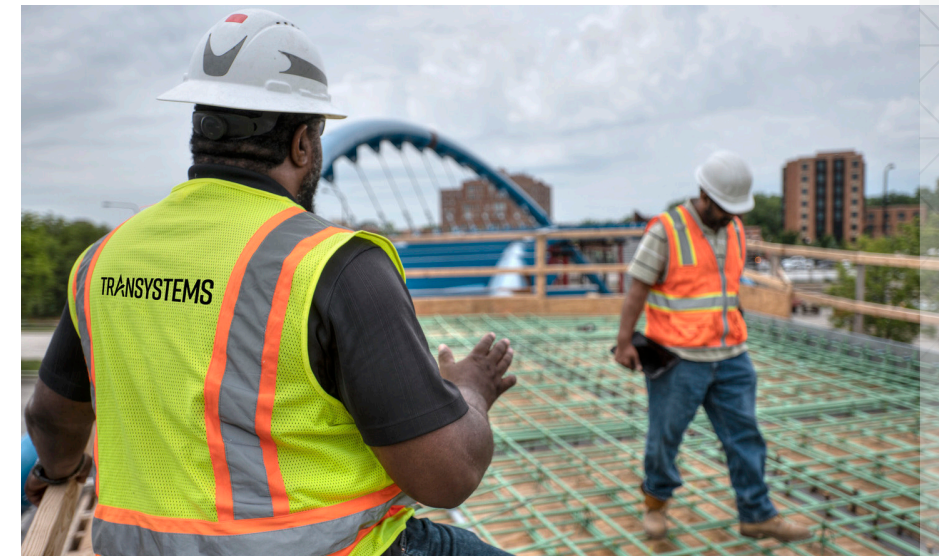


Targets for 2026

As stated in our Commitment to Diversity, Equity, and Inclusion, our company strives to reflect the diversity of our country and the communities we serve. While our demographics align with the industry, we seek a higher bar than the AEC industry and want to lead the way driving overall improvement in the diversity within the industry that better reflects the overall population. We have set aggressive targets that we will work towards over the next several years.

5-Year Company Targets

- Increase hiring and total staff
 - 5% women
 - 10% non-white
- Reduce turnover of underrepresented people by 5%



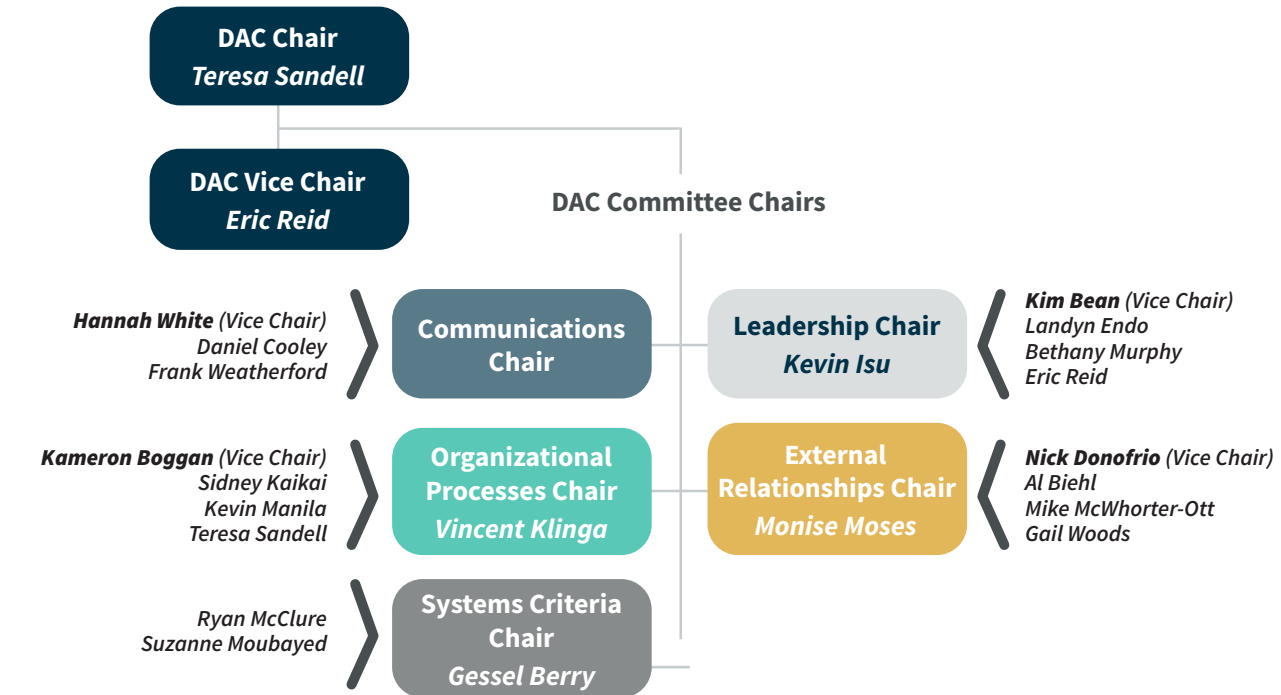
Passionate Problem Solvers Diversity Action Council

Exceptional solutions come from an engaged team of passionate problem-solvers. We propel our growing firm and positively impact our communities with an environment where diversity is celebrated and every voice matters.

What Is The Diversity Action Council?

The Diversity Action Council (DAC) works to ensure the development, execution and communication of a specific DEI action plan – a list of goals geared towards creating sustainable systems and processes within our firm to promote diversity, equity, and inclusion. The DAC helps provide solutions-based insight and input organized around business goals as measured in the iSA, generates innovative ideas, and helps the DEI action plan gain and maintain sustainable traction.

2022 DIVERSITY ACTION COUNCIL MEMBERS



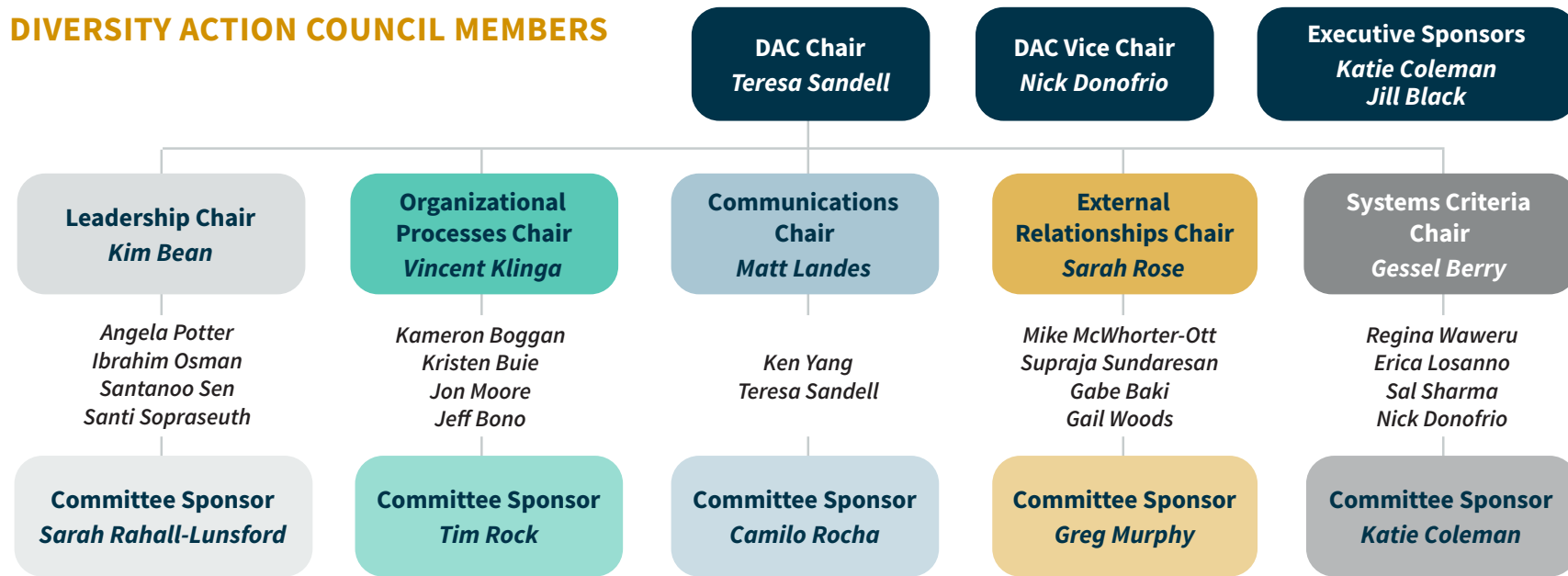
“The DAC gives the ability to have a blank slate for our team to brainstorm ideas on initiatives and see those come to fruition with the help and hard work of our sub-committee leader and the DAC leadership team.”

MIKE MCWHORTER-OTT | Civil Engineer
Chicago, IL

DIVERSITY ACTION COUNCIL RESPONSIBILITIES

The DAC Board meets monthly to create, maintain and track progress of its action plan. Committees also meet monthly working within their areas of focus to embed DEI in the companies' processes and daily activities.

2023 DIVERSITY ACTION COUNCIL MEMBERS



<p>Leadership</p> <p>To ensure that DEI is supported by leadership and the firm as a whole</p> <p>This committee ensures that the firm's DEI goals are clearly articulated, prioritized and acted on and that the importance of these goals is understood and embraced firm-wide</p>	<p>Organizational Processes</p> <p>To attract, develop, and retain employees who reflect the diversity of our clients and our communities</p>	<p>Communications</p> <p>To inform the firm's members, clients and communities of the importance of DEI to the firm and share the actions</p> <p>TranSystems is taking to make DEI an integral component of the firm's business and culture</p>	<p>External Relationships</p> <p>To invest time, talent and resources in organizations that provide services and opportunities to historically marginalized and underrepresented groups</p>	<p>Systems Criteria</p> <p>To ensure the DAC's goals are met by documenting progress and measuring results</p>
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Diversity Action Council Accomplishments

2022-2023 DAC Accomplishments

- Published new '[Industry Involvement](#)' TransNet page to aid in employees'/offices' expanded networking with and support of minority professional organizations
- Implemented '[Interview Questions to Assess Diversity Skill Sets.docx](#)' on '[Recruiting & Onboarding](#)' TransNet page. Launched trial implementation of structured objective interview techniques with a pilot group of hiring managers to reduce bias and improve effectiveness in identifying quality candidates
- Published '[TS Alternative Work Opportunities.pptx](#)', '[TS Holiday Substitution Policy and Ideas for January to June 2023.pptx](#)', '[TS How to Find DEI Info Companywide.pptx](#)', and '[TS ProjectGROW.pptx](#)' DEI moments to expand knowledge/access to these current DEI-related policies & resources
- Held DEI 101 Training with more than 600 participants
- Improved granularity of demographic information associated with anonymous exit survey data to enable identification of DEI-related trends
- Took second iSA showing progress in each of the five focus areas
- Sponsored booth at the National Society of Black Engineers annual conference job fair collecting 60+ resumes
- Became corporate sponsor of Council on Minority Transportation Officials
- Welcomed new VP of HR Katie Coleman as executive sponsor
- Added senior leadership involvement to the DAC as committee sponsors
- Held DAC reset to welcome new DAC members

DAC's Current Priorities Looking Ahead

- Develop a plan to utilize minority professional organizations to support recruiting efforts
- Work with offices to expand college recruiting to more diverse programs
- Update marketing material and website to showcase diversity and culture in alignment with rebrand
- Continue to explore pilot for a formal sponsorship program to advance equity and inclusion in developing and retaining a diverse workforce
- Develop communication tools to educate company on progress, including report and TransNet page
- Research and implement best practices in interviews to minimize bias and to maximize effectiveness
- Promote internal job postings to increase inclusion and equity in opportunities for advancement
- Explore community of STEM involvement and relationship opportunities at office-level
- Improve communication on DAC & DEI, careers at TranSystems, and growth opportunities

Growing Together Supporting the Industry

TranSystems encourages employees to get involved and partner with professional associations of all kinds, including those focused on advancing career opportunities for underrepresented groups to expand our applicant pool, reflect communities we serve, and meet our diversity targets.

Organizations we are currently involved in:

American Council of Engineering Companies (ACEC)	American Public Works Association (APWA)	Southern California Association of Non-Profit Housing (SCANPH)
American Association of State Highway and Transportation Officials (AASHTO)	American Society of Civil Engineers (ASCE)	Design Build Institute of America (DBIA)
American Road & Transportation Builders Association (ARTBA)	National Steel Bridge Alliance (NSBA)	Structural Engineers Association of Illinois (SEAOI)
American Railway Engineering and Maintenance-of-Way Association (AREMA)	American Society of Indian Engineers (ASIE)	Construction Management Association of America (CMAA)
International Bridge Conference (IBC)	American Public Transportation Association (APTA)	Housing California
International Right of Way Association (IRWA)	Airports Council International – North America (ACI-NA)	International Bridge, Tunnel and Turnpike Association (IBTTA)
Transportation Research Board (TRB)	American Association of Airport Executives (AAAE)	National Society of Black Engineers (NSBE)
Conference of Minority Transportation Officials (COMTO)	American Institute of Architects (AIA)	Society for Marketing Professional Services (SMPS)
Women's Transportation Seminar (WTS)	Society of Military Engineers (SAME)	National Association of Housing and Redevelopment Officers (NAHRO)
	American Institute of Certified Planners (AICP)	
	American Society of Highway Engineers (ASHE)	

“

Being a part of ASIE is a wonderful opportunity to network and collaborate with fellow colleagues here in Houston, as well as being a vital resource.”

AADIT KAPADIA
Houston



I truly value being the Secretary of my local COMTO chapter in Philadelphia. I enjoy planning the annual meeting and professional development opportunities to allow our members to have the best experience.”

MONISE MOSES
Philadelphia



Working with NSBE offers great resources within our industry. I truly value the collaborative environment.”

KAMERON BOGGAN
Fort Worth



Driven to Serve Community and Industry Impact

Gail Woods Wins Spirit of Service Award

Gail Woods, vice president and Orlando office director, has dedicated many hours outside of TranSystems to serving others. To honor Gail's service to the community, TranSystems awarded Gail with the 2023 Ed Mulcahy Spirit of Service award.

Gail is involved with WTS where she serves on the DEI Committee and the Transportation YOU Committee. Transportation YOU is a hands-on, interactive mentoring program that offers students ages 13-18 an introduction to various transportation careers.

Gail is also very active at her local church and serves as the church clerk, Adult Sunday School teacher, and announcement clerk. She has also been very involved in her sorority, Delta Sigma Theta sorority alumnae chapter where she serves as the Chaplain. They have raised over \$62,000 in scholarships under her leadership.

Gail is passionate about bringing STEM to the black community. She was previously very active in “Engineer Days” with the Florida Engineer Society, where she visited elementary schools to talk about engineering.



Gail is an example of a TranSystems employee who goes above and beyond serving her community. She represents TranSystems' core value of being driven to serve. Service to others is at our core. We act with integrity to advance our communities, our teams, and our profession.



Spirit of Service Award

The Spirit of Service award was created in 2016 as part of our 50th anniversary. It recognizes one employee each year who embodies the characteristics of one of TranSystems' founders, Ed Mulcahy.

Ed Mulcahy was a founding principal of Johnson, Brickell, Mulcahy and Associates in 1966, which later became TranSystems. With a passion for education, civic leadership and industry service, Ed helped to grow the firm and retain talent by mentoring others and building a reputation in the community.

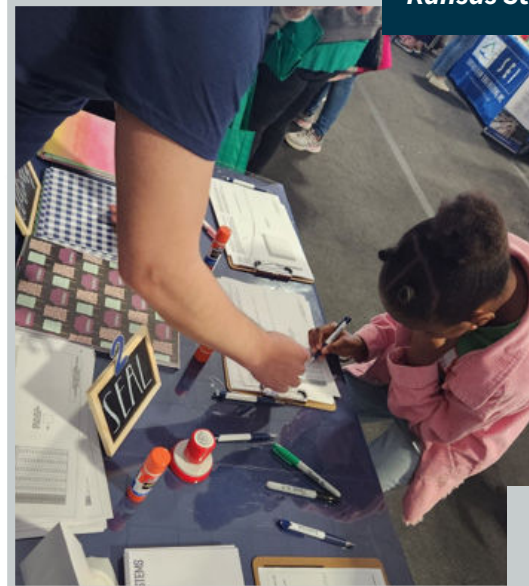
Driven to Serve Community Industry Impact



TranSystems Supports 2023 ASCE Mid-America Student Symposium at Kansas State University



Kansas City Office assembles STEM Kits for Students at Operation Breakthrough



Georgia Office Takes Part in Introduce a Girl to Engineering Day



Houston Office Sponsors Goody Girls BBQ Team Event



Schaumburg Office Participates in Lake County STEM for Girls Conference



Chicago Offices Participates in ACEC Illinois 3x3 Basketball Tournament to Further STEM Initiatives



TranSystems Participates in Annual Shrimp Bingo to Support Engineer Club of Kansas City



TranSystems at the 12th Annual COMTO Celebrating Women Who Move the Nation Awards Event

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