



Integrated Solutions Partner

Partnering in everything we do.

RESPEC.COM



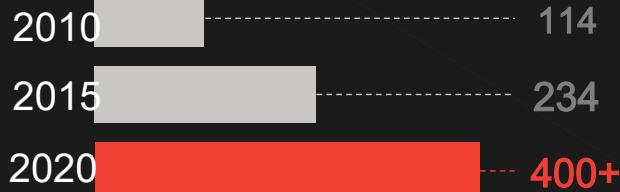
RESPEC The Numbers

compare employee growth



400+

Our staff is over 400 employees throughout the US and Canada



26+

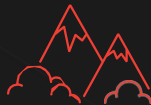
We're in 26+ offices throughout the US states and 2 Canadian provinces.

50 years

Founded in 1969 in Rapid City, South Dakota, our company has withstood the test of time. We have 50 years of experience customizing our capabilities to meet client needs.



94

 Professional engineers

14

 Professional geologists

15

 Doctorate degrees

Markets We Serve



Community Design, Data Solutions, Technology, energy, Facilities, mining, Transportation, Water & Environment

\$75+

In April 2020, RESPEC acquired PEC Engineers, an Alaska-based engineering firm of over 100 employees. Together, we have 10 years of combined industry experience and a combined revenue of \$75+M.

fifty countries

We've worked in more than 50 countries globally.

100%

RESPEC
100% employee owned.

Creating Opportunities Major Market Strategies

RESPEC

Market Breadth & Depth
Integrated Solutions Partner

M&E

- // Industrial Minerals
Global Presence
- // Energy Storage
- // Precious Metals
- // Specialized Technical Services
 - » Rock Mechanics
 - » Instrumentation
 - » Geological Field Services
 - » Geology

DIS

- // Federal Program Services
- // Data Integration, Database
Design, & Data Presentation
- // Integrated Technology
Solutions
- // Cloud Architecture & Cyber
Security
- // S/W Application Design,
Development, & Support

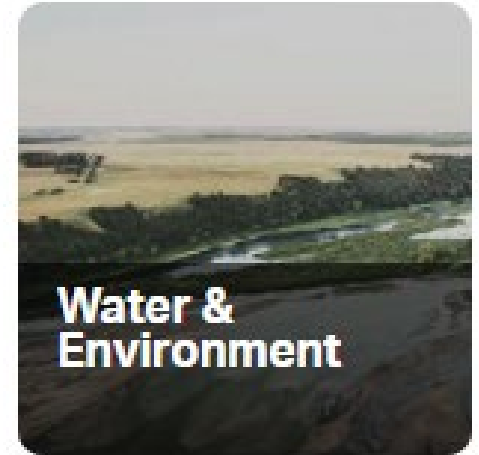
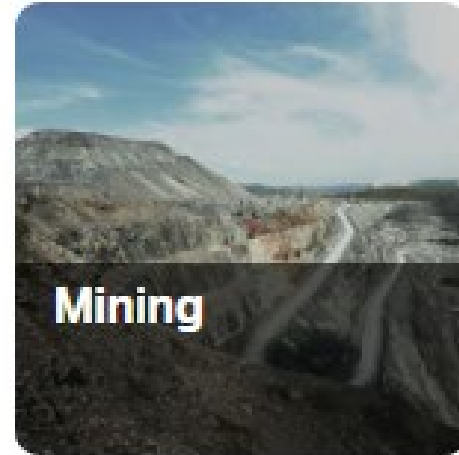
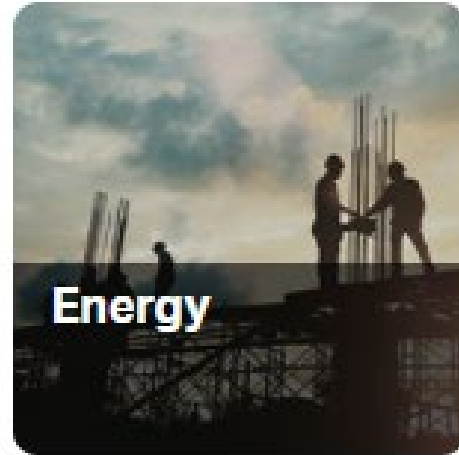
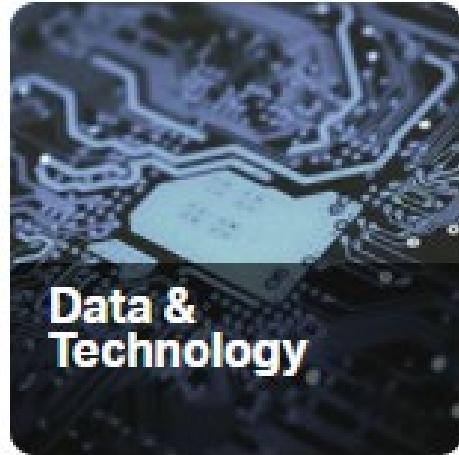
WR

- // Water Quality
- // Integrated Water Resource
Management
- // Decision Support Systems
- // Water Rights
- // Stormwater Planning and
Design

Inf

- // Strategic Military Installation
- // Vertical and Horizontal Design
- // Infrastructure Resiliency
- // Transportation
- // Community Design Solutions
- // Water/Wastewater Utilities
- // Land Development
- // Infrastructure Planning

markets





Community Design Solutions

Community Design Solutions

Greating Communities from Concept to Reality

- > Commercial Development
- > Construction Management
- > Parks and Trails
- > Residential Development
- > Roadways
- > Urban Stormwater Design
- > Water and Wastewater Utilities
- > Facilities



© Ken Graham Photography.com



TEN

THOUSAND ACRES

Numerous community master plans totaling over 10,000 acres. A well-planned community increases absorption and maximizes return on investment.



Provided site planning for thousands of apartment units in multiple states.



5,000

Our staff has designed over 5,000 residential lots in multiple states.

\$100 MILLION+

Provided planning, design, and management services for over \$100 million in construction costs.



Planned, designed, and managed installation of hundreds of miles of water, sanitary and storm utilities related to land development projects.



capabilities

IT Enterprise Management / Governance

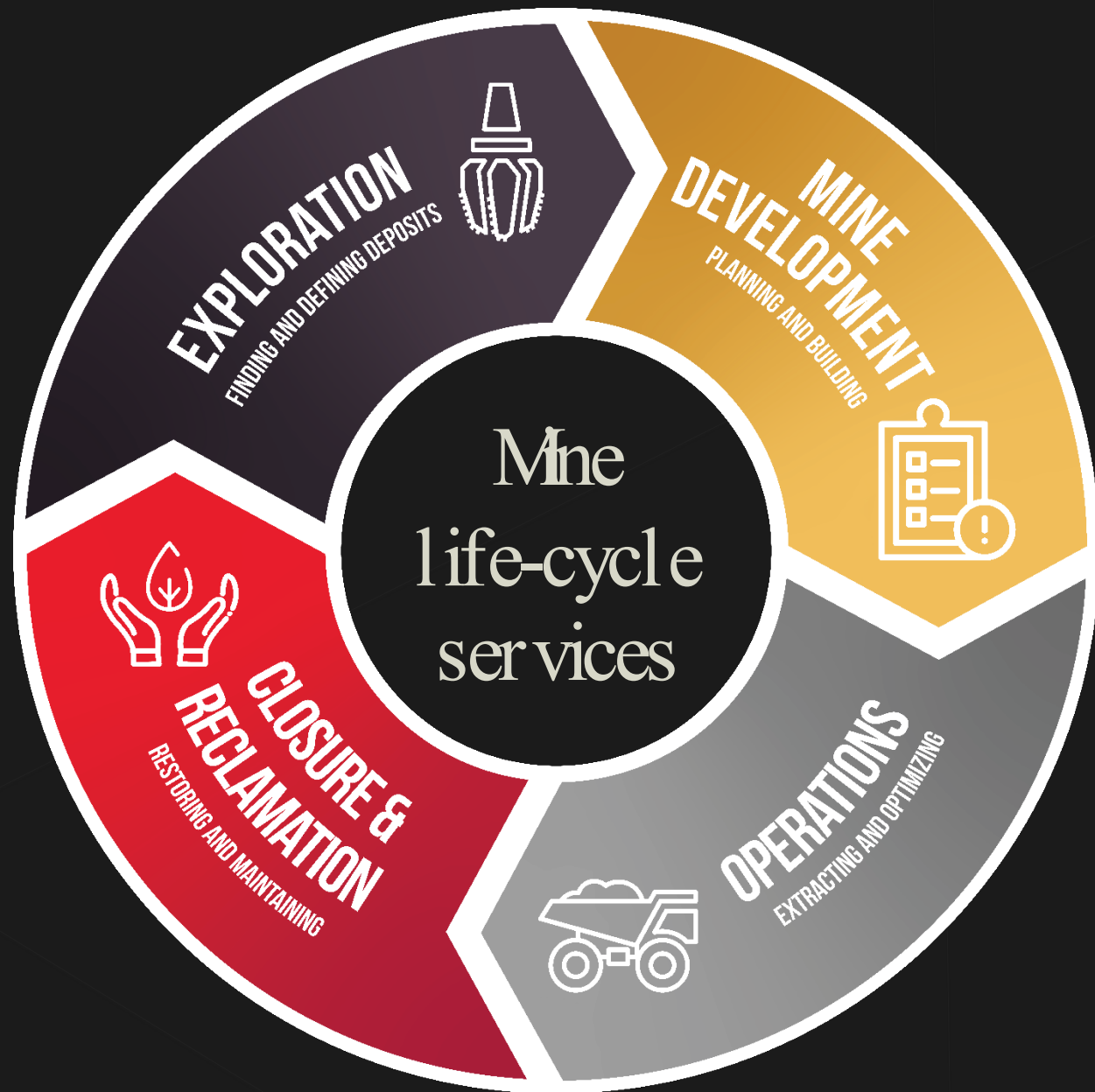
Data Management

Professional Services

Geographic Information Systems (GIS)



Mining & Energy
We Mine for Solutions...
So you can mine for the rest.





Water & Environment

Water Solutions
that Aren't Watered Down



Stormwater



Master
Planning



Water &
Wastewater



Bridge
Scour



Stream
restoration



Reclamation



Community
Solutions



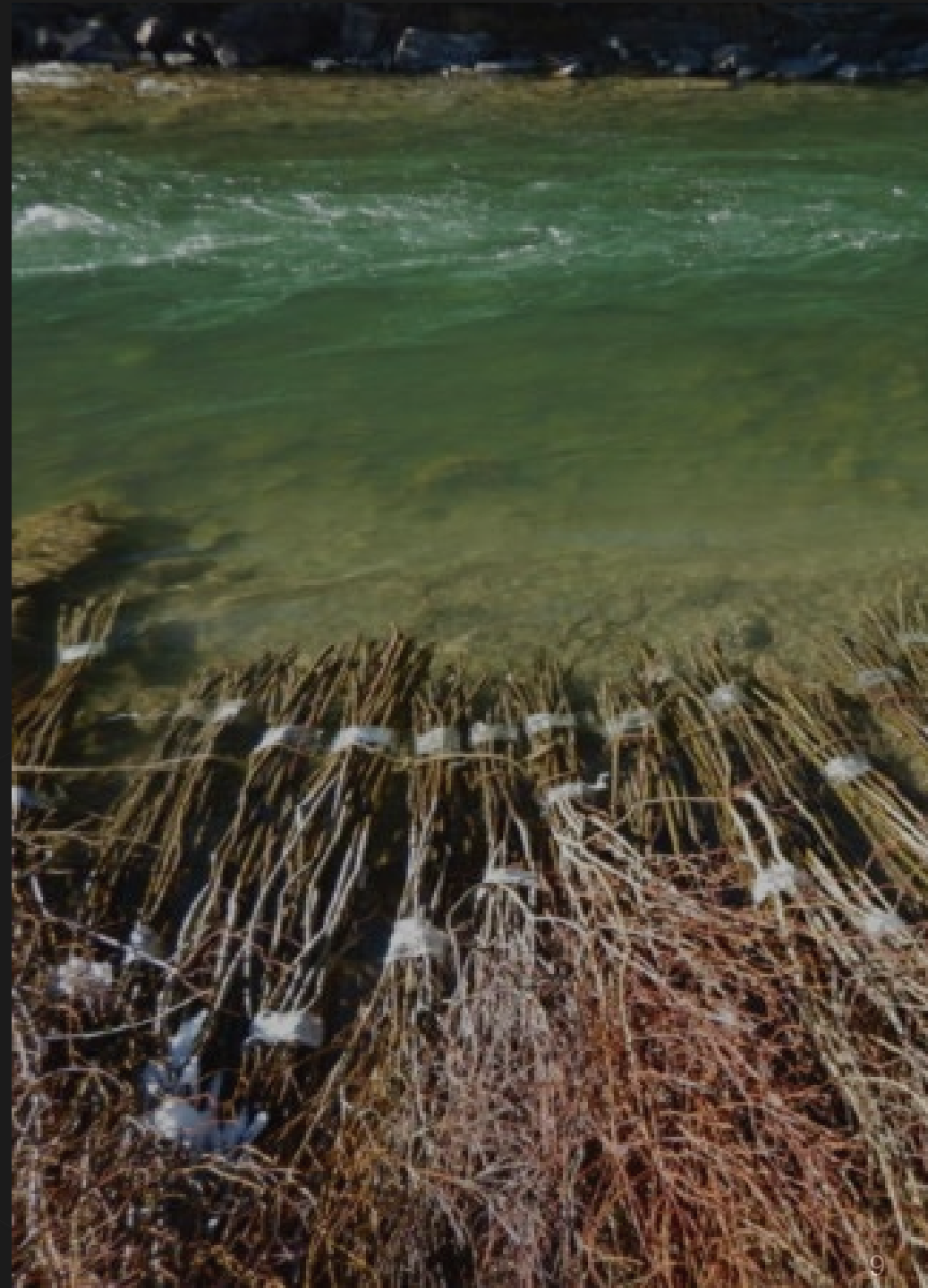
technology



Water Quality
Modeling



Monitoring



core values - RESPECT'S PACT



These tenets are at the heart of everything we are and do as a company.



Passion

We are passionate about work, home, and maintaining a balance.

We want to solve the difficult problems in new and innovative ways.

We work hard and play hard.

We want to continuously grow and learn.

We want to be the best.



teamwork

We are a team and work together for success.

We own this company and it shows.

We work as a team with our partners.

We understand where the company is heading and why.



accountability

We do what we say we're going to do.

We demonstrate our trustworthiness.

We have integrity and strong moral values.

We show respect and earn respect.

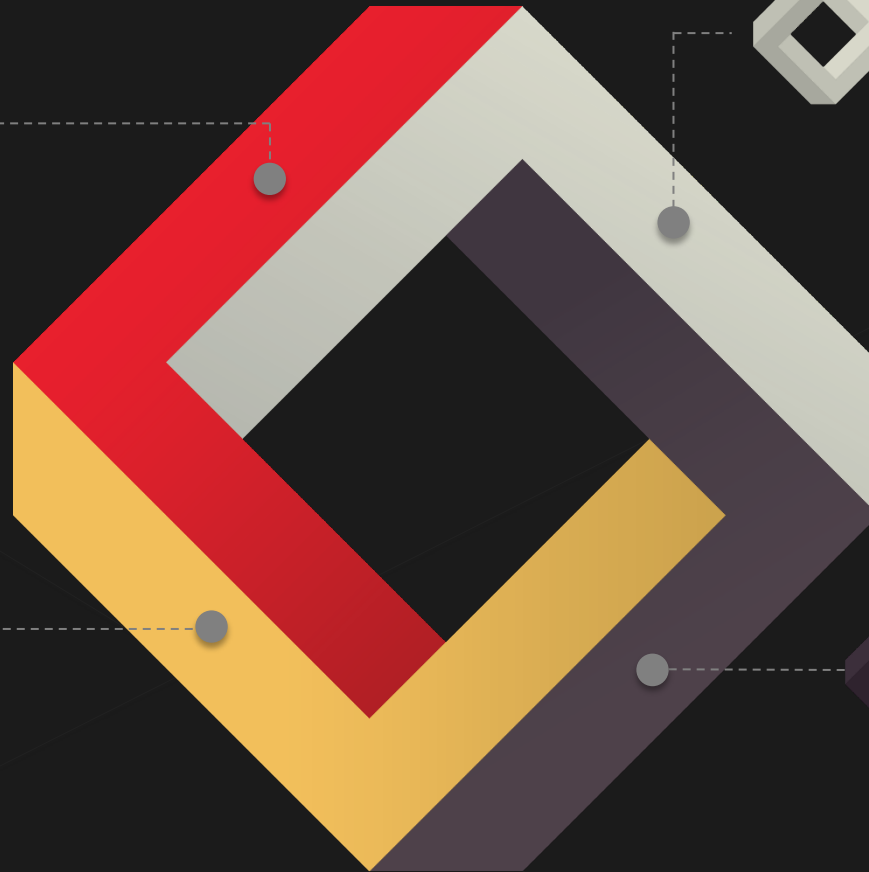


Caring

We care about our families, co-workers, partners, and communities and demonstrate that through our actions.

We give back, we mentor, we support STEM, we help out.

We make a difference.



Vision 2025



Leaders

We provide transformative solutions to solve the most complex problems.

We seek opportunity-focused growth by integrating technology with our subject matter expertise.

Our technical niche expertise is centered on innovation.



Partners

We are partners with our clients, communities, and employee-owners.

We value client intimacy.

We share our value and our rewards.

We are community partners - corporate social responsibility.



Investors

We invest in everything we do—technology, education, community—to provide a career from “hire to retire “ with lifelong friendships and adventures.

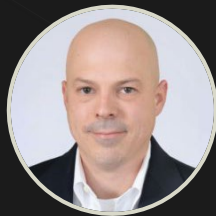
We are a family.

We are committed to one another through the RESPECTACT.

Corporate Leadership



CEO/president
Todd Kenner



Corporate administration
Chief FINANCIAL officer, Treasurer
Philip Welling



Corporate IT
Chief INFORMATION OFFICER
Jason Miller



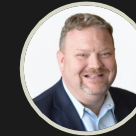
Data & technology solutions
Senior Vice President
Steve Steinheimer

Vice Presidents
Meagan Chaddick
Denise Brickley



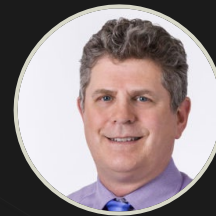
Water & Natural Resources
Senior Vice President
Jason Love

Vice Presidents
Rick Moser
Russell Persyn



Mining & Energy
Senior Vice President
John Morgan

Vice Presidents
Stephen Kan
Jay Nopola



Infrastructure
Senior Vice President
Matt Emerson

Vice Presidents
Danny Rauchenstein



Corporate organization

Boards and esop governance

RE/SPEC Inc.
ESOP Trustees and Committee
 GreatBank Trustee Erika Abeyta
 Amy Hasvold, Chair Julie Blackburn
 Jennifer Vilches, Vice Chair Liz Fredrickson
 Linda Vigil, Secretary Jason Love
 Joel Nieland
 Mike Rotar

RE/SPEC Inc.
Board of Directors
 Walter Jones, Lead Director Stephen O'Rourke **
 Todd Kenner Al Serrano **
 Jason Love Marv Truhé *
 John Morgan

RSI Consulting, INC
Holding Company
RESPEC Consulting, Inc.
Board of Directors
 Todd Kenner, Chairman
 John Morgan
 Tabetha Stirrett
 Debra Shewfelt
 Marv Truhé *

PDC Engineers
 Matt Emerson Keith Hanneman
 Royce Conlon Nettie LaBellamer **
 Doug Murray

Corporate support

Business Development Support
 corporate Marketing Technical Editing
 Lacy Pomarleau Karla Lipp

RESPEC
CEO
 Todd Kenner

Corporate administration
Chief FINANCIAL officer, Treasurer
 Philip Welling

Corporate IT
Chief INFORMATION OFFICER
 Jason Miller

Business unit operations

Data & technology solutions
Senior Vice President health Services Denise Brickley
 Steve Steinheimer
Vice Presidents
 Meagan Chaddick
 Denise Brickley

national Laboratories Denise Brickley
billing and Custom Development John Davis
Staff Augmentation / M&O Mike King
Emerging Technologies & Business Process Management

Water & Natural Resources
Senior Vice President Water/ Rick Moser
 Jason Love
Environment Charlie Vandam
Vice Presidents
 Rick Moser
 Russell Persyn

Engineering Technology Ray Senne

Mining & Energy
Senior Vice President Mining International Edmundo Laporte
 John Morgan
MATERIALS TESTING Susan Buchholz
GEOMECHANICS Joel Nieland
Vice Presidents
 Stephen Kan
 Jay Nopola
Rock Mechanics Jay Nopola
MINING ENGINEERING Stephen Kan
Precious Metals Steve Ristorcelli

GEOSCIENCE SERVICES Deb Shewfelt

infrastructure
Senior Vice President Facilities Danny Rauchenstein
 Matt Emerson
Utilities Karen Brady
Vice President
 Danny Rauchenstein
Transportation Keith Hanneman
Land Development Services Ranson

** External Director



Thank you

Questions?