

HIGH TECH  
HIGH TOUCH  
AND YOU

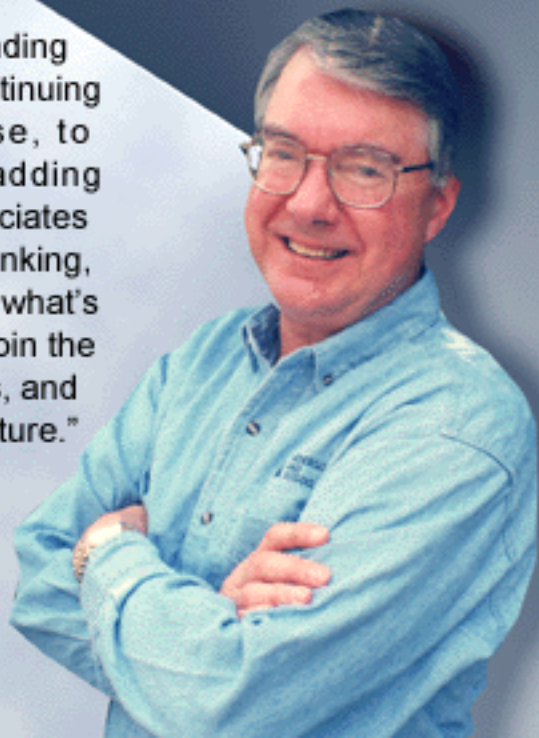


ANDERSON & ASSOCIATES, INC.  
PROFESSIONAL DESIGN SERVICES

ANDERSON & ASSOCIATES' PRESIDENT,  
K E N   A N D E R S O N ,   P E ,   L S

"We're growing ... From expanding into new service lines and continuing to build a solid client base, to opening more offices and adding new teams. Anderson & Associates is going places. Innovative thinking, teamwork, and dedication are what's going to get us there. Come join the ranks of our employee owners, and help us light the way for the future."

-- Ken Anderson



# ENGINEERING

TRANSPORTATION, MUNICIPALITY &  
UTILITY, PLANNING & SITE DESIGN  
ENVIRONMENTAL, SURVEYING

## TECHNOLOGY


GEOGRAPHIC INFORMATION  
SYSTEMS (GIS)  
INFORMATION TECHNOLOGY  
WEB DEVELOPMENT





**ANDERSON & ASSOCIATES, INC.,**

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is a very progressive employee-owned company based in Blacksburg, VA. Since 1968, our firm has provided a full range of engineering services, from planning & analysis to design and implementation. At A & A, teamwork is the foundation of the organization. We recognize the importance of quick turn-around and excellent service which our administrative procedures, overall organization, and depth of experience provides. From the individual project teams to the employee stock ownership program, our teamwork approach motivates employees at all levels of our company to strive for excellence.

# AWARDS

**LIST OF LEADERS, 2000 -- THIS IS VIRGINIA BUSINESS' ANNUAL RANKING OF THE TOP COMPANIES IN VIRGINIA. ANDERSON & ASSOCIATES RANKED AS ONE OF THE TOP ARCHITECTURAL ENGINEERING FIRMS IN VIRGINIA.**

**TOP 500 -- ENGINEERING NEWS RECORD LISTED ANDERSON & ASSOCIATES IN THE TOP 500 DESIGN FIRMS TWO YEARS IN A ROW.**

**FANTASTIC 50 -- THIS COMPETITION IDENTIFIES VIRGINIA COMPANIES WITH TOP REVENUE GROWTH. A&A'S REVENUE GROWTH INCREASED FROM \$3.3 MILLION IN 1992 TO \$9.5 MILLION IN 1996.**

**ESOP COMPANY OF THE YEAR, 1997 -- ANDERSON & ASSOCIATES IS AN EMPLOYEE-OWNED COMPANY. THE EMPLOYEE STOCK OWNERSHIP PROGRAM (ESOP) ASSOCIATION ENDORSES EMPLOYEE PARTICIPATION, WEALTH CREATION, AND INDIVIDUAL DIGNITY.**



**ANDERSON & ASSOCIATES, INC.**  
**PROFESSIONAL DESIGN SERVICES**

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**VISIT US ON THE WEB OR FILL OUT  
AN ONLINE APPLICATION:**

[WWW.ANDASSOC.COM](http://WWW.ANDASSOC.COM)

**EMAIL RESUMES OR QUESTIONS TO:**

[CAREERS@ANDASSOC.COM](mailto:CAREERS@ANDASSOC.COM)

**ANDERSON & ASSOCIATES, INC.**

BLACKSBURG, VA    FREDERICKSBURG, VA    GREENSBORO, NC  
MIDDLETOWN, VA    TRI-CITIES AREA, TN