

ESOP Feature Company

# ESOP is valued at Anderson & Associates, Inc.

Anderson & Associates, Inc., is a progressive employee-owned company based in Blacksburg, Virginia. Since 1968, the firm has provided a full range of engineering services, from planning and analysis to design and implementation. They currently employ more than 130 people in the home and branch offices which include Greensboro, NC, Richmond, VA, Gray, TN, and the newest location in Middletown, VA.

### Organizational Style

At Anderson & Associates, teamwork is the foundation of the organization. They recognize the importance of quick turn-around and excellent service which their administrative procedures, overall organization and depth of experience provides. From the individual project teams to the employee stock ownership program, the teamwork approach motivates employees at all levels of the company to strive for excellence.

### A & A People

The company is constructed of project teams that work as mini corporations under the A&A shell. This "teaming" system enables A&A to handle more than one project at a time and allows its clients to make the best use of A&A's accumulated experience and talent specific to their project needs. A&A currently employs more than 130 people, including:

23 Registered Professional Engineers, 11 Registered Land Surveyors, 21 Engineers in Training, 1 Surveyor in Training, 2 Landscape Architects and more than 30 graduate engineers, technicians and CADD operators

"Our employees are why Anderson & Associates is an award-

winning company," said Tina Vaughn, creative director for the Greensboro office. "Human engineering is something we take personally."

A&A provides continuing education for all personnel on a regular basis. And, their Employee Stock Ownership Plan (ESOP) entitles all full-time employees to be shareholders in the company. "As owners, we realize that putting our best efforts into serving our clients is a win-win relationship for all," added Vaughn.

### Automation

The entire firm is connected via a computer network. This enhances communications within each office, between locations, and externally with their clients by employing email, video conferencing and other enhanced technologies. This computerization allows A&A to expand their engineering capabilities and make use of new resources, such as satellite imagery and digital mapping. Drawings can be produced in virtually any scale through the use of digital formats. Automation is their key to providing cost-effective solutions quickly and efficiently.

### Client Services

A&A has begun pursuing new and innovative services for their clients. Recent projects include logo creation, web page design and videoproduction services. A&A's home page can be located at: [www.andassoc.com](http://www.andassoc.com)

### ❖ Environmental Services

A&A has designed and implemented both innovative and conventional approaches to environmental problems. Their services continue to evolve to meet the ever changing needs in the environmental engineering and services field. A&A personnel remain abreast of the rapidly

changing regulations and compliance dates, and are in continuous contact with regulatory agencies.

### ❖ Transportation

A&A's services in the field of transportation engineering include roadway design, railway design, utility relocation planning and design, corridor studies, intersection improvement analysis and design, traffic signal and geometric design, traffic control plans and general traffic studies.

### ❖ Utilities

A&A has experience with both large systems and smaller, rural water and wastewater systems. Their utility services also include gas, electrical and telecommunications.

### ❖ Planning/Site Development

A&A has performed a variety of planning and design for both large and small sites including college / university buildings, prisons, transportation and parking facilities, utility systems, state parks, industrial and commerce centers, shopping centers and mini-markets, fire stations, office buildings, medical centers and recreation facilities.

### ❖ GIS Development

A Geographic Information System can be an economical, efficient, and interrelated tool for planners and engineers. Information describing water, utility, storm water, and sanitary facilities can be used in maintenance policies, improvements, and design. Graphs and reports can be generated to identify how a proposed project will impact an area. As a leader in automation and computerization, A&A is in the forefront of GIS development.

### ❖ Surveying

A&A has strong in-house surveying capabilities. They make optimum use of computerized data collection equipment including Global Positioning Systems. They provide layout for small and large construction projects that include roadways, buildings, drainage items, water, sewer lines, gas and electrical lines.

The Carolinas Chapter is pleased to have A&A on the ESOP team!



**Anderson & Associates, Inc.**

ENGINEERS ♦ SURVEYORS ♦ PLANNERS ♦ LANDSCAPE ARCHITECTS