

Why Employee Ownership Matters

While serving as a transportation planner for Illinois' Cook County, company founder Harry W. Lochner foresaw the vast opportunity that lay ahead for consultants to help public

agencies advance transportation initiatives. With an entrepreneurial heart and experience gained pioneering transportation planning methodologies, in 1944, Harry established H.W. Lochner, one of only three firms in the United States offering urban highway system planning expertise at that time.

Since the firm's founding, the number of transportation consulting firms has grown significantly. Some continue to be privately held, while others have transitioned to publicly held entities—all striving to deliver on client expectations while remaining profitable. In this climate, does employee ownership matter? At Lochner, there is a strong belief that it does.

Harry's son, Hal Lochner, who joined the firm in 1961 and was later appointed the president in 1974, led efforts to transition firm ownership from the Lochner family to the firm's employees

through an ESOP/OSPP program. Every employee who participates in one or both of these programs is invested in the firm's performance. By solidifying the relationship between employee and firm, employee ownership fuels the drive for each member of the Lochner team to excel in client service, be an ethical and trustworthy teaming partner, foster collaboration with one another and work together to give back to their communities. Employee ownership is woven throughout the fabric of how Lochner operates and is one of the great achievements the firm is celebrating during this 75th year in business.

Employee ownership at Lochner cultivates accountability at all levels of the organization. This is reflected in the firm's streamlined reporting structure, which fosters agility in local teams to respond to client needs and changing conditions.

Employee ownership at Lochner means individual contributions are acknowledged. Employees can count on the firm's leadership to know them and understand their strengths. Lochner CEO Jeanne Cormier makes it a personal focus to engage throughout the entire firm. When she visits offices, she holds group and one-on-one meetings to provide employees with an opportunity to share what they're working on, ask questions, and give feedback on how the firm is doing and their expectations.

Employee ownership at Lochner fosters transparency. From understanding the "why" behind the firm's strategic plan to lessons learned from setbacks, Lochner continually encourages an open and honest dialogue that's necessary for the firm's current and emerging leaders to make sound decisions.

Finally, employee ownership fuels the desire in Lochner employees to help each other and their communities. Formally launched in 2010, Lochner

Cares, a charitable organization that enables employees to support one another and their communities in times of need, is funded entirely by voluntary employee donations. Lochner Cares provides funds and/or paid time off for individuals experiencing emergency situations or other hardship. Lochner employees also participate in annual Giving Back activities firm wide that entail group service projects that benefit the local communities in which they live, work and play.

Since Harry opened the doors of the small, one-office, downtown Chicago operation in 1944, Lochner has grown to be the home of 600 employees in 16 states providing planning, environmental, design, construction management and right-of-way services for surface, rail, transit and aviation transportation sectors. By retaining employee ownership, Lochner continues to empower a diverse group of individuals, ensuring they have a



As part of last year's Giving Back efforts, members of Lochner's leadership gathered ahead of their annual conference to package more than 54,860 shelf-stable meals for children across the globe. Participants represented nearly every office location and ranged from associates to the firm's CEO and board members.

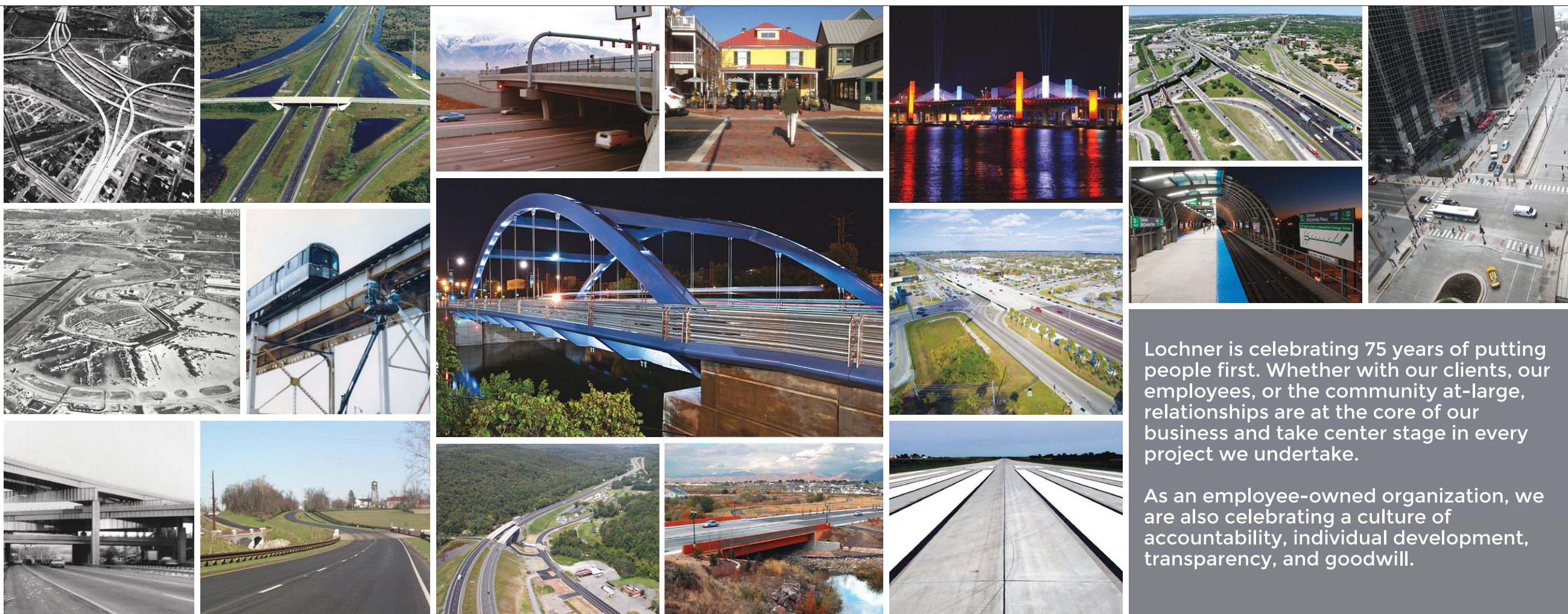
tangible impact on the firm and their communities. This empowerment is still at the core of Lochner's business and the reason the firm continues to prosper 75 years later. ♦



Lochner supported Phase II engineering for roadway widening and bridge reconstruction on the \$190-million Tri-State Tollway between 95th Street and LaGrange Road in Cook County, Ill.

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LOCHNER

75TH
ANNIVERSARY
1944 2019

hwlochner.com

Lochner is celebrating 75 years of putting people first. Whether with our clients, our employees, or the community at-large, relationships are at the core of our business and take center stage in every project we undertake.

As an employee-owned organization, we are also celebrating a culture of accountability, individual development, transparency, and goodwill.