


BUSINESS INCLUSION AND DEVELOPMENT





Burns & McDonnell believes it is important to cultivate and maintain a diverse workplace and supplier base. We face tough competition every day, and we are much better competitors when we rely on the talents and skills of small and diverse business partners and a diverse workforce.

It is our responsibility to see that all of our employee-owners recognize the value that diversity, including supplier diversity, adds to our corporate culture.

We provide engineering and architectural design and construction services to clients nationwide and internationally. Our client base comprises a broad range of ethnic groups, customs and beliefs. It only makes sense to develop a diverse supplier base that provides essential materials and innovative services at competitive prices. This approach helps prepare us to exceed our clients' expectations.

We strive to do the right things for the right reasons. Along with supporting diverse businesses, we invest heavily in the communities we serve to improve the lives of all people.

We are proud of the many outstanding relationships and teaming opportunities our firm has cultivated with suppliers and support organizations throughout the country. The strength of these partnerships has built a culture of inclusion that makes Burns & McDonnell a stronger company and a more formidable competitor.

Sincerely,

RAY KOWALIK
CHAIRMAN AND CEO
BURNS & McDONNELL



WE EXPAND OUR TEAM TO MAKE OUR PROJECTS AMAZING

Working across the country and around the world demands broad knowledge. Our clients expect the most from us: to understand conditions, embrace local cultures and tap into applicable experience and know-how.

And that's why our engineering, architecture and construction work is built upon an approach of proactive inclusion. Our focus on maintaining and expanding our base of suppliers extends beyond complying with a law.

We count on our suppliers to provide essential materials and innovative services at competitive prices. Small businesses owned by women, veterans, minorities and other

underrepresented sectors of society in the business world help prepare us to meet and exceed our clients' expectations, garnering results that are critical for the success of all.

We encourage firms of all sizes, structures and ownership to introduce your capabilities. Our door is open. By building such relationships, we strengthen our respective returns.

**If you believe you have
a product or service that
might meet our needs,
please complete our online
Supplier Registration found
at burnsmcd.com/WorkWithUs.**



CORPORATE CITIZENSHIP

You're passionate, driven, even entrepreneurial.
Sounds familiar.

Because our company is 100 percent employee-owned, we foster a work culture shared by many of our suppliers and contractors: We take pride in our work.

As owners, we work to do the right things, and to do so for all the right reasons. Our investment in communities generate improvements for everyone — through our projects, of course, but also through the way we

conduct and complete our business. That's why we work to create bonds with companies who value improving the communities they work within. For us, it's more than a business deal. It's about who we are.



We're grateful Burns & McDonnell employees chose food banks as their 2016 Charity of Choice. Their generous gifts of time and money helped feed hungry families, children and seniors who live in the communities where they work. Their commitment is inspiring and will help make these communities stronger and healthier.

NANCY STEINACKER
CORPORATE ENGAGEMENT MANAGER
HARVESTERS

PARTNERS

Collaboration brings strengths together to produce something even better.

We work to deliver successful projects for our clients, but our work does not stop there. We want the next project to be even better. Working proactively to include diverse businesses as partners helps us continue to advance, together.

We welcome opportunities to engage students attending historically black colleges and universities/minority institutions (HBCU/MIs). Our efforts have included Donnelly College, where we helped the federally designated Hispanic and Minority Serving Institution relaunch its pre-engineering program.

We also maintain affiliations with more than a dozen other organizations and initiatives focused on supporting entrepreneurship among small and diverse businesses, from the American Association of Blacks in Energy to the Women’s Business Enterprise National Council.



“ *Working for Burns & McDonnell turned us around. It was such a huge project. They taught us a lot about working on federal projects, and we couldn’t thank them enough.* ”
VASSAN AND VIJI PILLAI
OWNERS
PEERLESS CONSTRUCTION

APPROACH

In seeking suppliers and contractors, we look for partners who share our commitment.

And just as we compete for jobs on our past performance, we expect our potential partners to show their strength through data. That starts with safety: Our goal, on every job,

is for each of our employee-owners and business partners to go home safely every night. We hold our suppliers and contractors to the same standards that we apply to ourselves,

and we welcome those who are willing and able to show us they are up to the challenge.

PROJECT SPOTLIGHT

WORLD HEADQUARTERS EXPANSION

*VanTrust Real Estate LLC
Kansas City, Missouri*

To meet expanding business needs, Burns & McDonnell teamed with Van Trust Real Estate on a project to design and build a 310,000-square-foot expansion of the Burns & McDonnell world headquarters.

The project spanned 17 months and 345,000 man-hours, with small and diverse firms among those infusing the project with energy, ideas and uniqueness to reflect Kansas City and its welcoming and hard-working character.





WORKING TOGETHER

At Burns & McDonnell, we encourage, enable and expect our professionals to recognize your strengths — and embrace them in our work.

We do more than discuss diversity. We embrace it. From exploring international culture through our own Diversity Week — when we welcome distinguished speakers, such as Andrew Young, a former U.N. ambassador, Atlanta mayor and civil

rights leader — to our own corporate recognitions for our work with suppliers and contractors, we work to raise awareness and understanding among our employee-owners.

Our annual Supplier Diversity Awards honor partners who have worked with us to further build success and client satisfaction. The awards also inspire our project managers to continue broadening our sourcing and project-inclusion initiatives.



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Burns & McDonnell is proud to recognize the teamwork that our managers and subcontractors demonstrate. Both are key to the successful implementation of our projects. They prove that supplier diversity is at work here.

MICHELLE WORD
MANAGER OF SUPPLIER DIVERSITY
BURNS & McDONNELL

EVENTS

1 NATIONAL SMALL BUSINESS WEEK

*U.S. Small Business Administration
Kansas City, Missouri*

Entrepreneurs come up with great ideas, but connections can help turn them into realities that endure. We helped hundreds of such business trailblazers by co-sponsoring a National Small Business Week event at our world headquarters, one of four such events conducted nationwide by the U.S. Small Business Administration (SBA). The event drew more than 400 people, and included sessions on key small-business issues and opportunities, including exporting, becoming bankable, contracting with the federal government and managing growth dynamics. There also were plentiful networking opportunities. Among attendees was SBA Administrator Maria Contreras-Sweet, herself a former entrepreneur, having started three businesses including a community bank in downtown Los Angeles that focused on small and midsize companies.

2 ANNUAL INTERNAL SUPPLIER DIVERSITY AWARDS

*Diversity Week at
Burns & McDonnell
Kansas City, Missouri*

Each year, Burns & McDonnell hosts several internal supplier diversity awards receptions at various office locations. The events highlight teaming partners who participated on projects. The involvement of these firms is integral to the project's success and client satisfaction. These events also recognize internal project managers, inspiring them to continue broadening our sourcing and project inclusion initiatives.

3 TUCK KANSAS CITY PROGRAM

*Tuck School of Business
Kansas City, Missouri*

For owners of small and diverse businesses, gaining knowledge from Ivy League business faculty can help take them to the next level. The Tuck Kansas City Program — spurred by an ongoing relationship between Burns & McDonnell and the Tuck School of Business at Dartmouth College — is a 2.5-day program that helps area businesses develop managerial tools to grow and become more successful. Thirty CEOs of minority- and women-owned businesses met with Tuck faculty to receive advice and guidance on strategy, finance, accounting, organizational development, strategic marketing and more. Sponsored by our firm and five fellow area employers, the Kansas City program represents the first corporate collaboration in the country involving the school's executive education programs. Since 1980 Tuck has been operating such programs for diverse businesses, with more than 7,000 minority executive alumni.



THE BURNS & McDONNELL DIFFERENCE

True partnerships lead to successful projects. At Burns & McDonnell, we dedicate experienced and innovative leaders to your work, beyond the specific needs of a particular job and always with safety in mind. We build long-term relationships as

our people — engineers, architects, construction professionals, scientists and more — become valued extensions of your own teams, often for decades at a time. It's a point of pride that our clients find it difficult to tell the difference between a

Burns & McDonnell employee and one of their own. And that's no surprise, considering that we, as employee-owners, carry the commitment of ownership: We succeed when you do.

Learn more at burnsmcd.com.



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