



RTM GROWTH SERIES OUR STORY

RTM is a national MEP, civil, and structural engineering consulting firm that has achieved success by remaining privately-owned and governed by our leadership team of partners. We have furthered our commitment to rapid, sustainable growth through partnerships with successful entrepreneurial firms throughout the country who have similar cultures and visions of the future. We offer a unique option for small and mid-sized business owners who are looking for an opportunity to keep their legacy intact, bridge the gap between current owners and their next generation, and be compensated for their professional successes.

Through our experience with 19 acquisitions, we've seen that business owners view M&A as a black box and want a deeper understanding of what an acquisition could mean for them. We hope to act as a resource through this series by demystifying the M&A process and sharing other insightful AEC industry trends and reports. Let's begin with RTM's history and why we first began our inorganic growth through M&A.

Why RTM First Began Its Growth Strategy

Tony Mirchandani joined the firm in 2001 after having spent several years in the technology space. Tony's passion for entrepreneurship and working with engineers within the construction space were the driving forces behind the decision to transition his father's company from a lifestyle business to a growth-mode enterprise.

It's Not Just an *Engineering* Business, It's a *People* Business



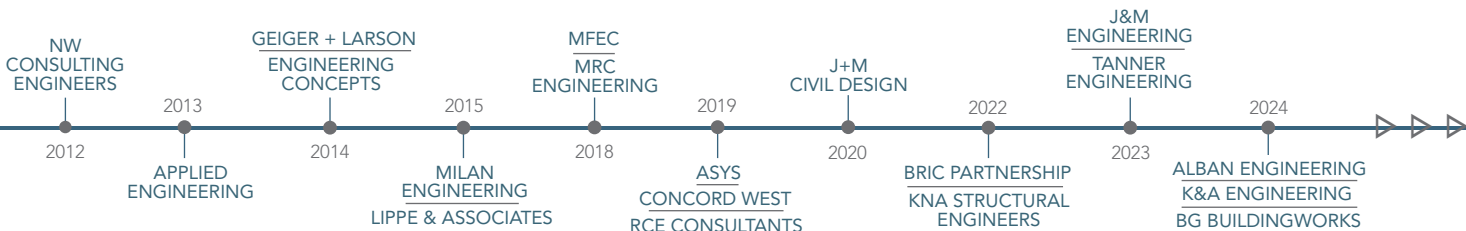
"The firm's growth hit a plateau around 30-40 people, and we couldn't figure out how to break through that ceiling. So, we started looking outside of our industry and asking, 'what are the people in the tech world, the accounting world, or the legal world doing and where are they finding the best people and empowering them to create the careers and the lives they want?' This is when I realized that while I may be running an engineering business, I'm really running a people business. That mindset shift played a key role in RTM's growth strategy and still does today."

- Tony Mirchandani, CEO

Our Partnership Timeline

RTM's inorganic growth journey began in 2012 and to date has included 19 completed mergers with like-minded MEP, civil, and structural engineering design partners. We believe our success stems from approaching mergers and acquisitions with an intentional mindset; we search for companies that follow similar core values and are interested in future growth and career opportunities as a collaborative, nationwide team.

COLLABORATIVE COMMUNICATORS <i>We are sincere, feedback-friendly, and solution-focused.</i>	OVERALL UNITY <i>Our mindset of 'we before me' drives us to grow and succeed together.</i>	RESPECT & TRUST <i>We build mutual reliance through transparency, honesty, integrity, and delivering on our commitments.</i>	EMPOWER <i>We encourage personal initiative and accountability to grow results and shape our success from within.</i>
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Career Opportunities for New Team Members

As a growth-stage strategic buyer, we build upon each new partnership – no need to fear a layoff. By putting our values, our people, and our culture as a priority over rushing to hit the next growth target, we've learned how to build a platform for sustainable and profitable growth. We have created a unique organization that simultaneously offers employees the tight-knit culture and mentorship of a small business, alongside the career opportunities, benefits, and exposure of a large firm. RTM enables owners to refocus on their interests and passions, whether that be business development and sales or engineering design, rather than back-office operations and support. In short, our mission is to **build the engineering firm of the future** and empower employees and owners alike to pursue that "next step" in their career, whatever it looks like to them.



EMPLOYEE BENEFITS

- Direct your career path to align with your interests
- Access to a built-in network of experienced mentors
- Utilize the resources and benefits of a national firm
- Diversify your design experience in new market sectors with guidance from a larger group of peers

LEADERSHIP BENEFITS

- Dedicated support teams for accounting, billing, IT, marketing, business development, and recruiting
- World-class advisors supporting operations (Deloitte, DLA Piper, Plante Moran)
- Flexible levels of oversight and support for office operations
- New opportunities to find that **next challenge** in your career

Your Industry Resource

Over the course of this series, we will be sharing more information surrounding the M&A process, the steps taken to achieve a successful merger, AEC industry trends and resources, and case studies showcasing the successes and failures RTM has experienced over the years. If you are considering an M&A transaction, want to discuss whether RTM may be the right fit for you, or generally want to learn more about the M&A process **in any context**, connect with our team below - we are happy to help!

Connect With Us to Learn More About Partnering With RTM



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