



January 27, 2022

Advanced Engineering Consultants (AEC), founded in Columbus, OH in 1998 and a leader in mechanical, electrical, plumbing, fire protection and technology engineering design consulting services, is pleased to announce the transition of AEC to an Employee Stock Ownership Plan (ESOP). **AEC is now 100% Employee-Owned.**

The transition to the ESOP was made after thoughtful conversations, extensive planning and a vision for the future of AEC. Throughout AEC's history, the mission has been to be the best engineering firm by providing superior quality and service to our clients. The AEC ESOP will maintain this mission, while continuing to build the reputation and culture. As an ESOP, each employee of AEC has a vested interest in the success of the firm and the work produced. This interest drives employees to be more productive, engaged and customer-focused, which is seen by clients. The ESOP also provides incentive for tenure which provides consistency and strong relationships for clients.

Founder and President Lisa Huang, PhD, PE, RCDD commented on why she chose this option for AEC, stating *"I have been very proud of the accomplishments of our people and of our company's unique culture of compassion, commitment, and collaboration. It has always been my desire to reward our team members who have helped in growing AEC, to continue providing quality designs and innovative solutions to our clients with enthusiasm, integrity, and expertise. I've explored several options for my succession plan for the past few years and found the ESOP to be the most beneficial for our employees, and for our clients. It creates a unique business model to achieve our desire to share the rewards of our success, to provide for our company's sustainable growth, to enable the continuity of leadership, to sustain our business culture, to attract and retain top talents, to maintain our longstanding reputation in the community, and to achieve success with our clients by taking personal ownership of every project.*

*I'm thrilled for our employees and our clients. AEC is currently one of the only employee-owned MEP engineering firms in Ohio, which sets us apart from the traditional MEP engineering services mold. Combined with our unique culture and best quality services, the ESOP will provide an even more positive work product to our clients."*

In addition to the ESOP transition, AEC is proud to announce leadership changes with the formation of a new Board of Managers and the appointment of **Gavin Lim, PE, LEED AP BD+C, LC** as President.

In Gavin's first address to the company as President, he asked all employee-owners to join him in *"fostering personal and company growth, to start each workday with motivation, humility, and sense of responsibility."* Gavin has accepted the privilege and commitment of taking AEC forward with support from the Board of Managers, Directors, and all employee-owners.

Lisa will remain an important part of AEC's staff and leadership as she takes on the new role of President Emeritus. She will aid the Board through this transition and will continue to maintain her strong connections with clients and partners, and of course, will remain a valued electrical/RCDD engineer.

AEC is committed to maintaining our firm's mission statement, while improving and building on our solid foundation. The firm as a whole will strive to maintain current relationships with long-term clients, build new relationships, and encourage employees to continue providing superior quality and services to clients.

As we step into this new chapter, we thank all our employees for their time, support, and continued dedication. We thank our clients for trusting AEC over the years. And we thank Lisa for her vision of the future, allowing AEC to continue to grow and support employees.