

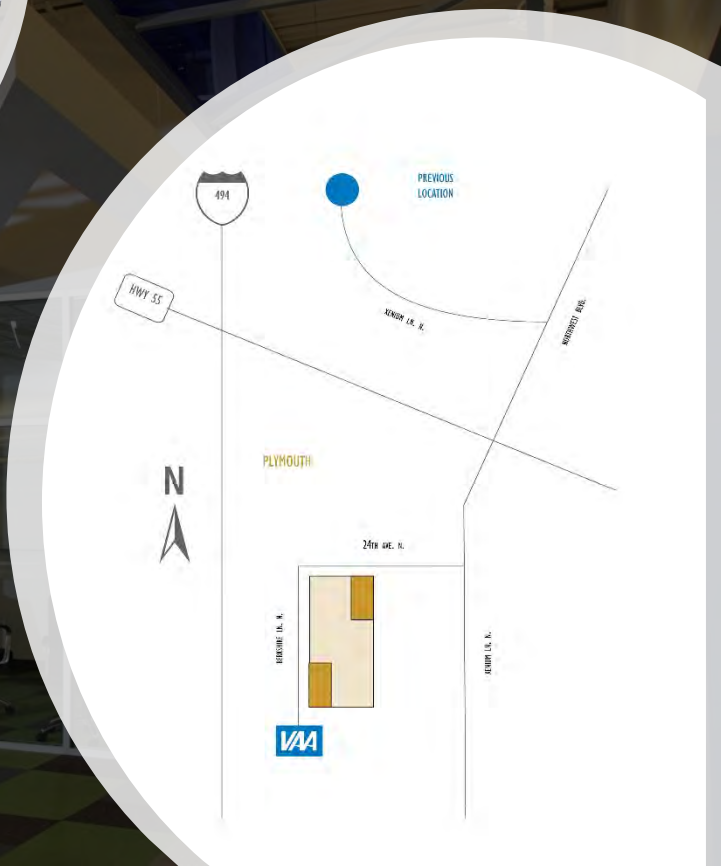
Engineering, Planning & Design Services



vaaeng.com

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Long-term Plymouth business



1978



1982



1998



2008

Van Sickle Allen & Assoc.

Pondwood Office Park
Golden Valley, MN
7 employees

Xenium Lane Office
Plymouth, MN
50 employees

Xenium Lane Office Expansion
Plymouth, MN
62 employees

Established in 1978



2012

Grows to 100 employees



2013

Berkshire Lane Office
Plymouth, MN

Continued growth



2017

Sioux Falls, SD satellite office



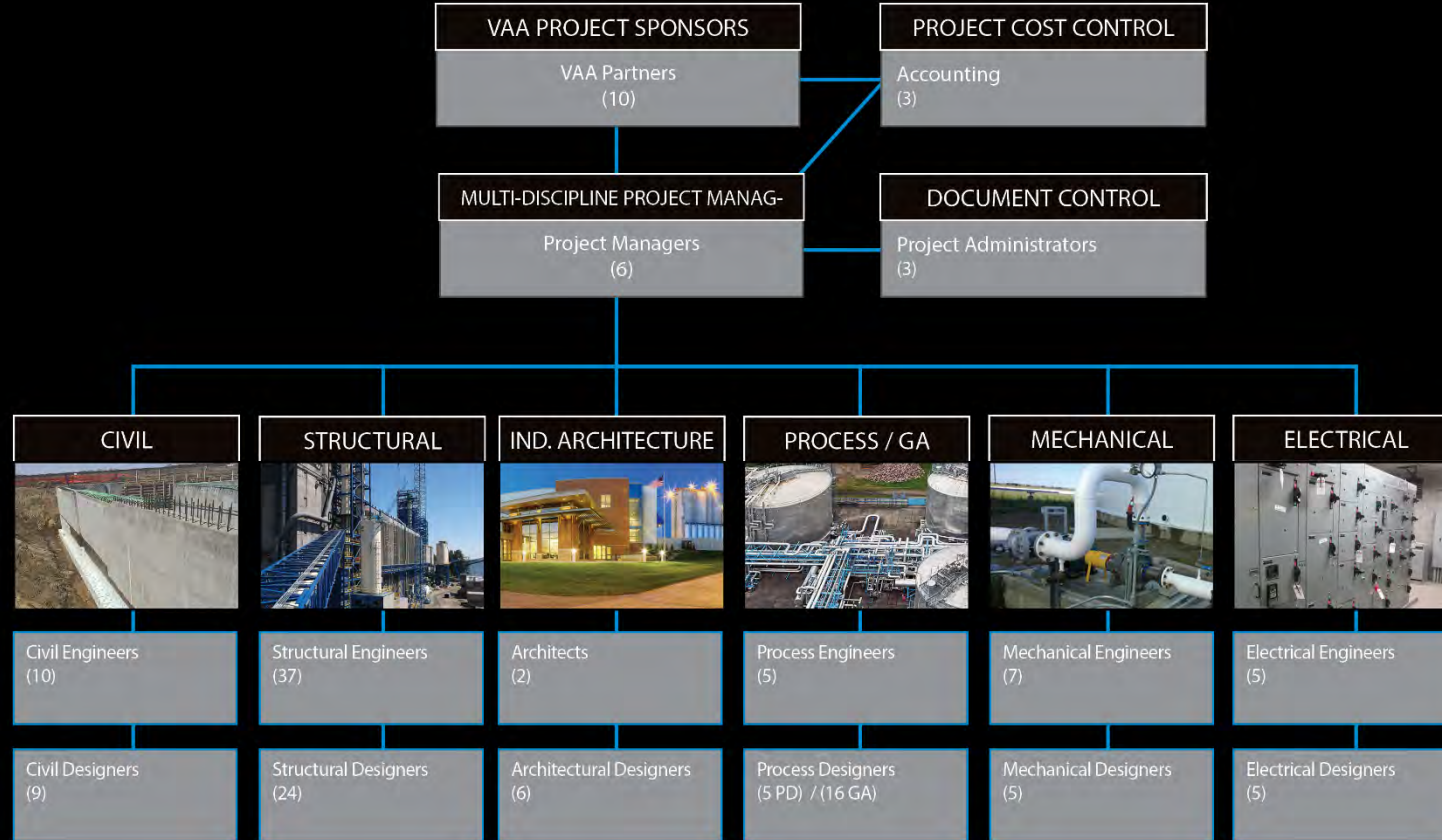
2018

Berkshire Lane Office
Plymouth, MN



Continued growth





Company organization

data as of 01.22.19

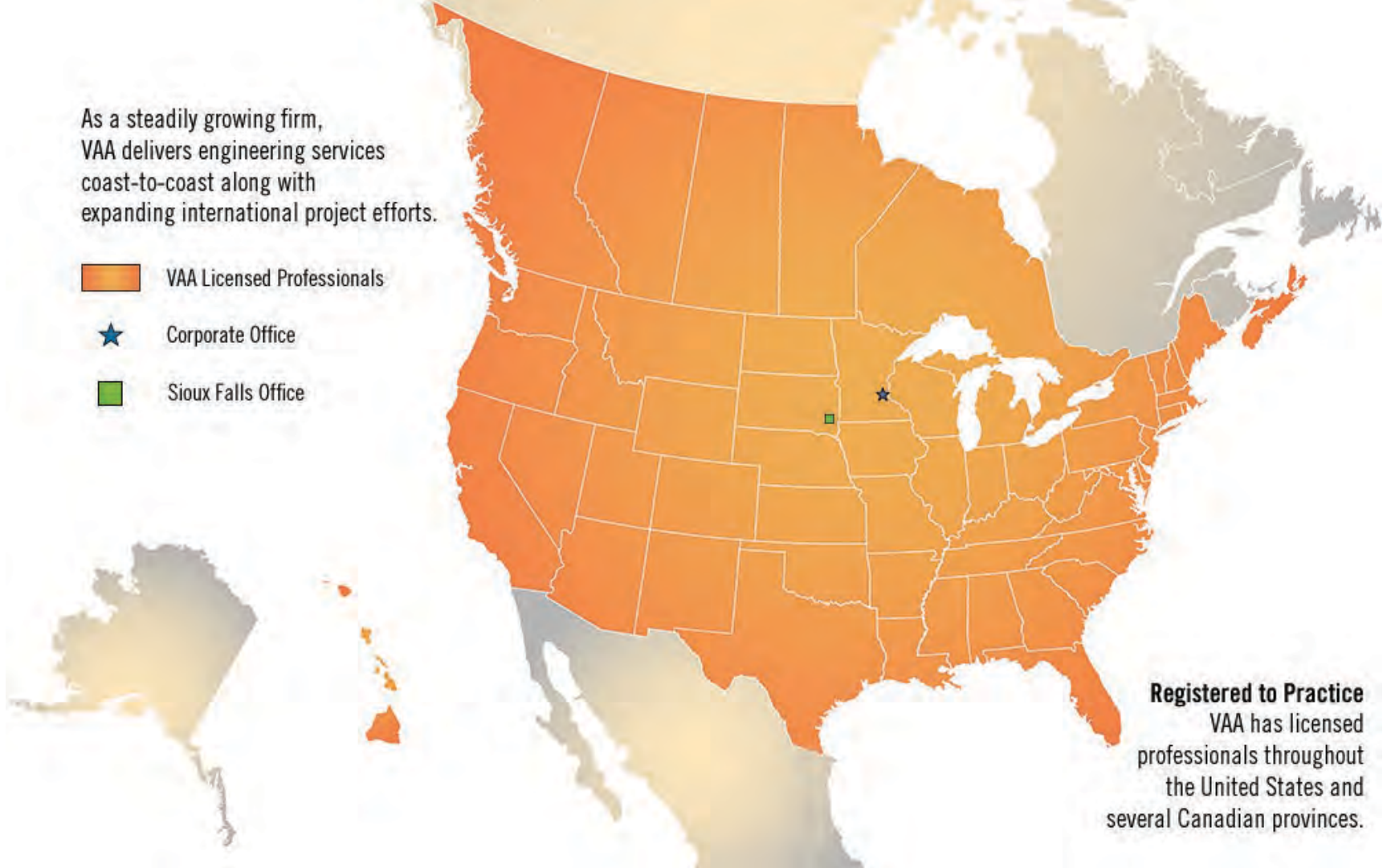
As a steadily growing firm,
VAA delivers engineering services
coast-to-coast along with
expanding international project efforts.

 VAA Licensed Professionals

 Corporate Office

 Sioux Falls Office

Registered to Practice
VAA has licensed
professionals throughout
the United States and
several Canadian provinces.



Agribusiness



Buildings



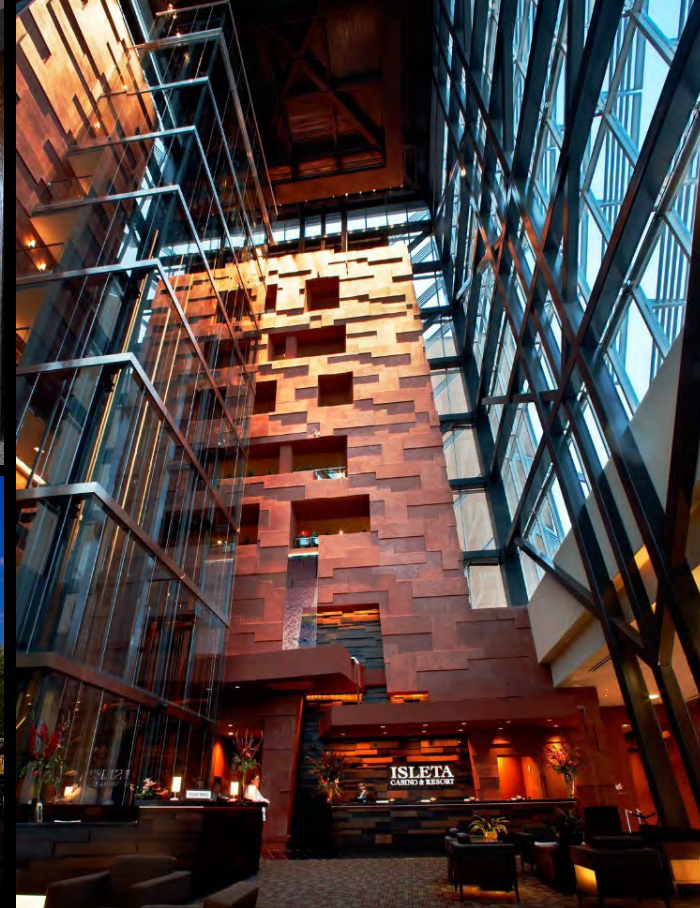
Industrial



Business sectors



Heavy industrial processing



Commercial spaces



Vision / Values

outstanding
diverse
growing

clients
people
company

integrity

Be honest and respectful with our clients and each other. Confront tough issues directly, and remain accountable. Build trust through high ethical standards.

excellence

Strive to exceed expectations in every task. Approach challenges using expertise, knowledge and creativity.

service

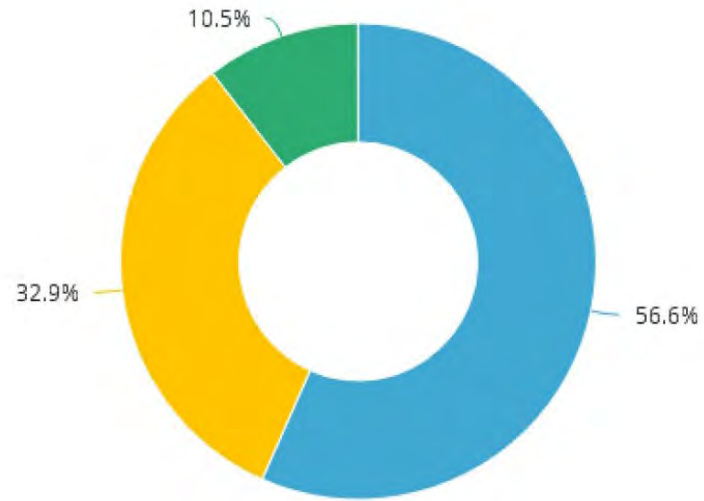
Work together to achieve our collective best on every project. Address needs and desires proactively and with flexibility. Communicate promptly and clearly.

relationships

Value employees and clients more than projects. Seek to understand the core meaning in all communications. Have fun together while building mutually beneficial relationships.



Our Culture



- Baby Boomers: 1946 - 1964
- Generation X: 1965 - 1976
- Millennials or Gen Y: 1977 - 1995

■ Millennials ■ Generation X ■ Baby Boomers



Good News Monthly Meetings

Fitness Room

Charitable PTO

Up to 10 % profit sharing

Formal mentor program

Dunwoody Scholarship Program

Game room

Homebrew events

Blood drives

Department team building

Our Culture



Wellness & Outreach



\$53,200



Community Caring Campaign



44,000 lbs of food
\$100,000



Canstruction



Successes & Challenges

Looking forward





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Thanks for your time