

**100% EMPLOYEE
OWNED SINCE
2011**

EMPLOYEE OWNERSHIP CULTURE ADVANCES EQUITY AND POSITIVELY IMPACTS CLIENTS AND COMMUNITIES.



Choosing to do business with an employee-owned company isn't just a transaction; it's a partnership rooted in shared dedication and a collective sense of ownership. When you work with an ESOP, you invest in a team personally vested in your success. That commitment is the cornerstone of HMC's exceptional design, service, and unwavering dedication to your goals."

Bruce Boul

Communications Director
HMC Architects

For over three-quarters of a century, HMC Architects has provided innovative, sustainable, and progressive solutions to our clients' challenges. This dynamic thinking is central to the way we work. When you partner with HMC, you will see the difference in the HMC Experience. These examples demonstrate how Design for Good has positively impacted our clients and communities.

**DESIGN
FOR
GOOD**
HMC
Architects

What you get when working with an ESOP

Better Service

- Our incentives are aligned at every business level — everyone is rowing in the same direction.
- Our people are empowered to make decisions that improve your experience. Every aspect of our relationship is handled by an owner with a direct financial stake in your satisfaction.
- We care more. Employee-owners have skin in the game—what we call “ownership mentality”—so we will go the extra mile to give you the best possible service.

Long-Term Reliability

- Employee-owned companies are more reliable, with higher retention rates than conventional businesses. You can count on us year after year to provide excellent service and products.
- We take the long view. We focus on delivering value for our clients because our people succeed when you succeed.
- We build strong relationships with clients and prioritize what is right for you—today, tomorrow, and years into the future.

Commitment to Client Satisfaction

- We all understand how our actions impact the bottom line and are better prepared to help you meet yours.
- We are more collaborative: we treat each other like family, and our relational focus extends to our customers and clients.
- We understand that our clients make our work possible, so we give each partnership the attention and care it deserves.



100%
Employee
Owned
Since 2011



HMC Architects' Employee Stock Ownership Plan (ESOP) enables the firm to go beyond design and the built environment to positively impact our clients and communities. HMC's ESOP advances equity through wealth building and profit sharing, drives employee engagement and customer loyalty, and creates an ownership culture where all employees are empowered to lead from where they stand and contribute to the firm's success. As a one hundred percent majority-minority, employee-owned firm, HMC's ESOP is core to the firm's commitment to advancing justice, equity, diversity, and inclusion and advancing HMC's purpose to design for good.

HMC's Legacy // A History of Vision, Design, and Ownership

The history of HMC is a tale of visionary founders and a commitment to community-driven design. Established in 1940 by Dewey Harnish, the firm's mission was to proactively address community needs and create designs with a positive impact. Later, two esteemed partners, Mel Morgan and Jack Causey, joined Harnish, helping shape HMC's legacy. These founding leaders entrusted the firm's stewardship to subsequent generations, ultimately passing it to 41 shareholders. In a remarkable transition, these 41 shareholders chose to entrust the firm's future to all HMC employees by establishing an ESOP. On December 29, 2011, this visionary move came to fruition as HMC's existing shareholders sold all their shares to an ESOP Trust, solidifying their commitment to HMC's continued success.

The Genesis of ESOPs

An ESOP is a qualified retirement benefit plan set up by a company and funded through employer contributions by which eligible employees accumulate shares of the company's stock without investing their own money. Congress created ESOPs in 1974 for three purposes: (a) to provide business owners a way to sell some or all of their ownership in their companies, (b) to provide more retirement benefits for employees, and (c) to make American businesses more competitive. Today, more than 11,000 companies in the U.S. have ESOPs, making them the primary vehicle for employee ownership. ESOP companies include Southwest Airlines, New Belgium Brewing (Fat Tire Beer), McCarthy Construction, PSOMAS, HNTB, and HDR.

we own

it.

THE BENEFITS OF
EMPLOYEE OWNERSHIP

Among sampled workers, all ages 28 to 34,
those who are employee-owners have:

92%

HIGHER MEDIAN
HOUSEHOLD WEALTH

33%

HIGHER INCOME
FROM WAGES

53%

LONGER MEDIAN
JOB TENURE

“The hard work and innovation of employees in companies that become employee-owned translate into real-world benefits for owners, employees, companies, and communities.”

– National Center for Employee Ownership



100%
employee
owned



Transitioning businesses to employee ownership has the potential to significantly reduce the overall wealth gap as well as the racial equity gap.”

Stanford Social Innovation Review

**HMC's Evolution into Employee Ownership
// Ensuring a Prosperous Future**

HMC's decision to embrace the ESOP model was driven by a commitment to secure the future well-being of our firm, clients, and communities. Unlike many employee-owned companies that limit participation to select senior leaders, HMC's ESOP is designed to be inclusive and fair. At HMC, every employee, regardless of their role, is eligible to join the plan once they reach the age of 18 and have completed one year of service, equivalent to 1,000 hours within a 12-consecutive month computation period. This transition to an ESOP hasn't altered our overall management structure, but it has profoundly impacted the mindset and behavior of our employees. Our team is now motivated to think and act as true owners, aligning their interests with the company's success.

How HMC's Clients Reap the Benefits of Employee Ownership

The employee-owner mindset at HMC is a mutually beneficial arrangement that enhances our firm and clients. It's a partnership that nurtures wealth and elevates client satisfaction. Our employee-owners are deeply invested in achieving excellence for our clients, which, in turn, contributes to our overall success. Every HMC employee-owner plays a vital role in upholding our firm's reputation, working efficiently, acting as a reliable partner for our clients, approaching challenges with a problem-solving ownership mindset, supporting fellow team members in their pursuits, and practicing fiscal responsibility. Consequently, our clients enjoy the benefits of HMC's workforce of 340 dedicated employees, each committed to a client-centric experience, thinking and acting as true owners, and prioritizing the needs and interests of our clients at every interaction. ●



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design for **HMC** good. ARCHITECTS

Founded with the purpose of anticipating community needs, HMC aims to create designs that have a positive impact, now and into the future.

We focus primarily on opportunities to have the most direct contribution to communities — through healthcare, education, and civic spaces.

Learn more at
hmcarchitects.com

