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## News Release

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### **RDK Engineers Named “Best AEC Firm to Work For”**

ANDOVER, MA -- RDK Engineers, a nationally-active building systems engineering company, has been named one of 2008’s “Best AEC Firms to Work For” in the U.S. by *Building Design + Construction* magazine. The award is given to architectural, engineering and construction firms that excel in innovative recruitment and retention practices, professional development, workplace environment, compensation/benefits and business practices. Featured in BD+C’s March 2008 issue, RDK was especially noted for its entrepreneurial organizational structure, under which the company serves as an “incubator” for multi-disciplinary, client-focused teams that function as largely-independent business units.

The non-traditional structure was developed ten years ago when RDK’s management recognized that to maintain work quality, consistency and client service as the company grew, they needed to enhance communication between technical disciplines. “We thought the best way was to do that was to create teams that work together all the time – the same engineers, the same designers, the same CAD people, all working together to improve coordination and communication,” explains CEO Chris Cummings. Under the new model, each group sets its own direction and goals while the company provides financial, administrative, IT, and marketing support for the practices they operate. The groups’ compensation is directly related to the profits they generate from the work they bring in and complete.

The structure not only energized and provided new opportunities for existing staff, but also allowed RDK to attract top engineering and business talent who established new groups with new service offerings in new geographic locations, including Boston and Amherst, MA and New Brunswick, NJ. “That exemplifies our philosophy,” says Cummings. “We find talented, ambitious people who want to build something, and we help them build it.” The strategy has resulted in a 400% increase in staff size to over 225 entirely through internal growth, with an accompanying average growth in revenue of nearly 20% annually.

“We owe awards like this to our outstanding staff,” Cummings notes. “If we didn’t have great people working at RDK doing great work for our clients, we couldn’t achieve the recognition and success we have.”

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**About RDK Engineers**

RDK Engineers. has specialized in providing high-quality HVAC, Electrical, Plumbing and Fire Protection engineering services for over 100 years. Today, with a staff of over 225 multi-disciplined engineers and support professionals located in Andover, Amherst and Boston, MA, and New Brunswick, NJ, offices, the firm delivers total building solutions, from systems design through commissioning to facilities management, to leading businesses and institutions nationwide.



Caption for attached photo: RDK Engineers Principals Ralph DeVito, Chris Cummings, Bob Persechini, Laura DePalma, Greg Titterington, Dan Wall, Warren Cochrane and Pat Murphy

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