



HOWARD STEIN HUDSON

Engineers + Planners



Howard Stein Hudson – Our Culture

What to Expect as a New Hire Beyond the 9-to-5

Prepared by
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Spring 2022



FUN COMMITTEE

BOOK CLUB

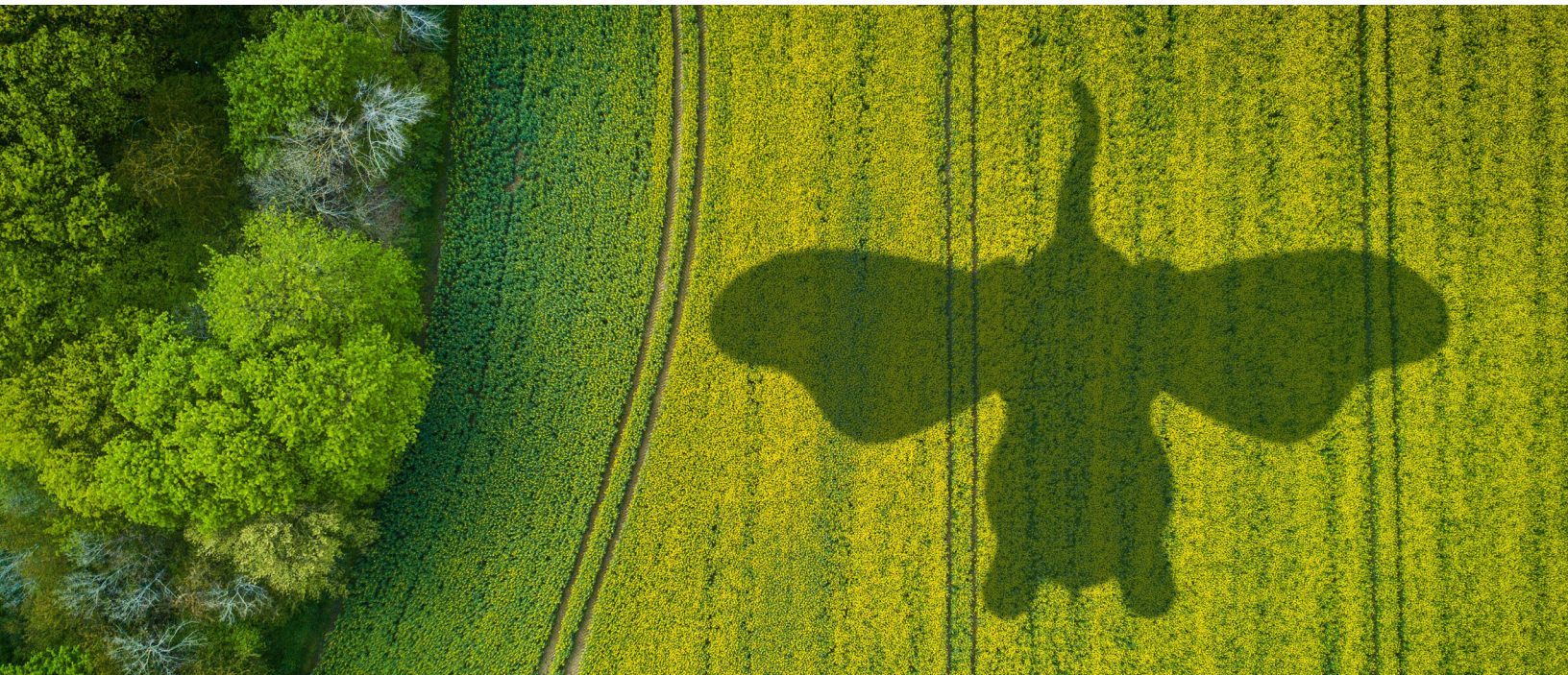
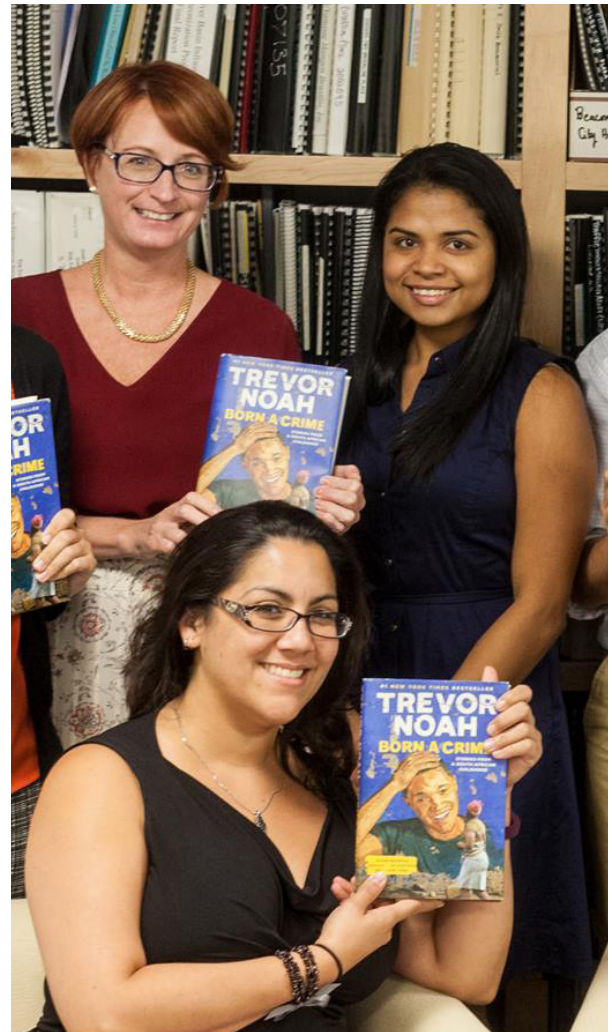
Since 2016, HSH has hosted a book club. Books have ranged from fiction to memoirs, from sci-fi to psychology and urban planning. Books are voted on by the firm, and everyone is welcome to attend.

GAME/MOVIE NIGHT

Hosted by the fun committee, HSH staff have enjoyed multiple movie and game nights – and the pandemic hasn't stopped us. Movies have included holiday films (such as Hocus Pocus in October) as well as those in honor of Pride Month (The Death and Life of Marsha P. Johnson). Game nights have also transferred to the virtual spectrum including trivia and video games you can participate in via the internet.

HOWARD STEIN HEADLINES

Every quarter, the marketing department assembles a newsletter to inform staff of things they might have missed such as promotions, project completions, weddings, and babies.



OUT AND ABOUT

SUMMER OUTING

Every summer, HSH staff members enjoy an evening out with their families and coworkers. Whether by boat, at the New England Aquarium, or visiting Kimball Farms, the fun in the sun doesn't stop!

ANNUAL GOLF OUTING

In 2017, HSH started hosting its own Golf Outing. The location varies by year, but most recently it was held at Sandy Burr Country Club in Wayland, providing a central location to encourage staff to participate. The format pairs experienced golfers with those newer to the game, in the hopes that the team format is enjoyable for everyone. It's a great time to use your PTO for fun with coworkers.

BEACONS SOCCER TEAM

After many years of joking that HSH would make a stellar soccer team, the dream finally became a reality in 2018. The team unites players from all departments within the company to play under the lights at The Winsor School in Fenway in a Boston Ski & Sports Club (BSSC) League. Even CEO and Coach Tom Stokes has made appearances on the pitch. Games have happened in both the spring and fall. The soccer team has not resumed after COVID-19, but it could be resurrected if there is interest.

BEACONS SOFTBALL TEAM

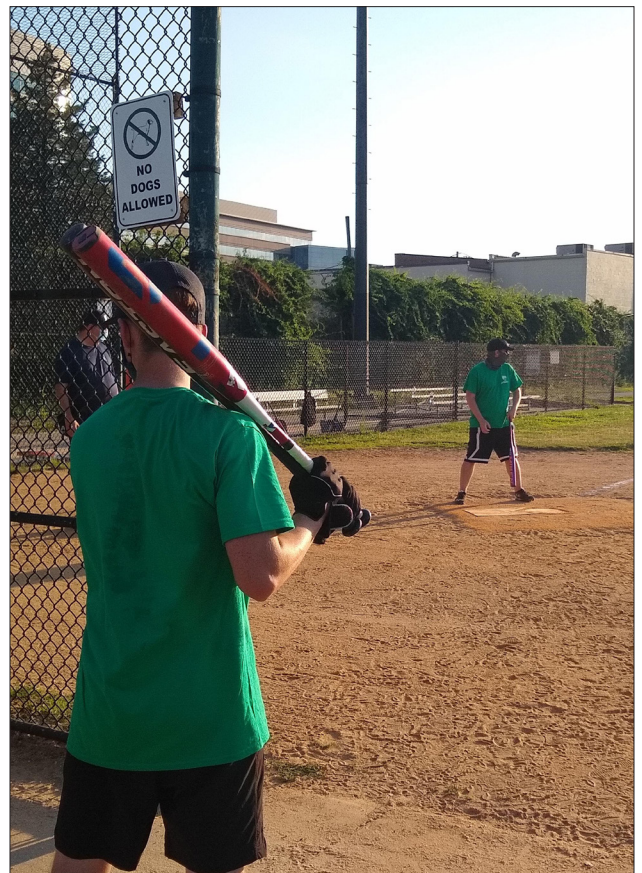
Combining our collective athletic prowess, company camaraderie, and light-hearted competitiveness, HSH formed a company softball team in 2013 and joined the MA State Engineers Softball League run by MassDOT. The HSH Beacons embody the original spirit of the game and have seen the league become the Greater Boston Engineers and Contractors League. The league typically runs in the summer, with playoffs happening in early fall.

HSH HIKES

HSH Hikes was created to enjoy the great outdoors together. From leisurely walks through the Arnold Arboretum and Middlesex Fells Reservation, to summiting some of New Hampshire's tallest mountains, HSH Hikes provides the opportunity to spend time outside of work with friends and family while exploring some of the most extraordinary scenery New England has to offer.

SKI TRIP

Though not an HSH-sponsored event, yearly a ski trip is scheduled and all HSH staff, family, and friends are invited to travel north to participate in the ski trip. We've enjoyed the slopes in Vermont at Mount Snow in West Dover and Killington Ski Area in Killington.



VOLUNTEERING

HSH wants to support staff in charitable endeavors that resonate with them personally. As such, the company provides up to eight (8) hours of Volunteer Time Off (VTO). Four hours can be used toward a company-sponsored volunteer event, and four hours can be used for a personal volunteer event. The events below are a list of some volunteer opportunities in which the company regularly participates. VTO must be approved by Human Resources and the staff person's supervisor.

HABITAT FOR HUMANITY

In keeping with HSH's commitment to community service, HSH staff participates in Habitat for Humanity projects annually to help build new homes. Our multi-talented staff put their expertise to use to help the project reach the next stage of completion.

GREATER BOSTON FOOD BANK

The GBFB's mission is to end hunger now with an objective to distribute food to provide at least one meal a day to those in need. We were honored to help this great cause. Biannually, HSH staff participates in sorting donated food to package for delivery throughout the Commonwealth.

ROSIE'S PLACE

Rosie's Place is America's first sanctuary for poor and homeless women. Yearly, HSH goes to their facility in the South End to help prepare and serve lunch. We also host donations drives, which include either monetary or personal health items contributed by staff.



CRADLES TO CRAYONS

Cradles to Crayons Giving Factory allows teams to pack donations of clothing, books, and school supplies to help make a difference in the lives of children living in low-income and homeless situations across Massachusetts.

ANNUAL TINLIN FAMILY GOLF TOURNAMENT

Yearly, Associate Principal Tom Tinlin hosts a family golf tournament for The Brain Aneurysm Foundation. HSH Staff is welcome to join and volunteer at the event using their VTO.

MBTA'S ANNUAL FILL-A-BUS DRIVE

Every year, we contribute to the MBTA's annual "Fill a Bus" with toys for the holiday drive. HSH staff generously contributed holiday toys, which ranged from colorful stuffed animals perfect for newborns, all the way up to complex Lego sets designed to inspire budding engineers.

MENTORSHIP PROGRAM

We were excited to begin the HSH Professional Partnership Program (PPP) in 2020. Considering we've worked remotely for most of it, there was positive feedback and constructive suggestions. Mentors/mentees do "speed chat" sessions where we're broken into small groups or one-on-ones to allow a few minutes to ask each other questions. This helps determine who you would like for a mentor/mentee.

TEAMS CHANNELS

The following Microsoft Teams Channels provide a space for employees with common interests to share photos, tell stories, and ask questions related to those common interests.

- HSH Moms
- HSH New(er) Dad's Group
- HSH Non-Company Sponsored Fantasy Football
- HSH Pet Pics
- HSH Water Cooler (for general miscellaneous chatter)



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