



SAIN ENGINEERING
ASSOCIATES, INC.
An Employee-Owned Company

The SAIN Legacy



The Sain Legacy

Steve Sain founded Sain Engineering Associates, Inc. (SEA) in 1988 with aspirations for an engineering firm to have a better balance among priorities to sustain growth and increase profitability by providing a balanced approach for exceptional customer service, efficient business management practices, and most importantly, employee fulfillment. His approach provides a legacy and firm foundation for streamlining priorities to three equally important "Must Do" operating principles.



Serving our
Clients



Fulfilling Our
People



Managing our
Business



What's so special?

All principles are equally treated with balanced and mutual respect.

100% Employee Owned

Today, Steve's vision is a reality and he is proud to have established a culture and premier engineering business with a team recognized by the "U.S. Small Business Administration" and "Inc." magazines.

As a result, Steve is confident that the team he has built and the legacy he developed for SEA will take this now 100% employee owned business into the next 30 years of continued growth.



SEA

PP

I believe trust is fundamental to success, and integrity is fundamental to trust. Trust is often difficult to earn and is always easy to lose. There's never a right time to do the wrong thing, and there's never a wrong time to do the right thing.

By applying relentless integrity to balancing our key operating principles, SEA will always remain resilient and focused on what makes us successful from the perspective of our clients, employees and shareholders.

SEA is poised with an incredible team to lead my legacy into the future with its talent and dedication.

I couldn't be more proud or inspired. 99

Steve Sain, Founder
Chairman of the Board

SEA





Our History

1988

Steve Sain begins
Sain Engineering
Associates, Inc.

1992

SEA officially
incorporated as a
sub-chapter S
corporation

Sain named Top 40
under 40 by
Birmingham
Business Journal

1994

Sain named
International Energy
Engineer of the Year
by AEE

Co-Instructors for
Army Corps of
Engineers for
Trained Energy
Managers

SEA selected for
first Federal Energy
Project

1995

Sain named
Birmingham
Engineer of the Year

Sain co-authors
Department of
Energy Managers
Handbook

SEA selected to
perform Energy
Studies for Army
and Air Force



Our History

1997

SEA delivers first nationwide Army Energy Savings Performance Contract

Millard Carr joins SEA, former DoD Energy Program Manager from Pentagon

Sain instructs CEM Exam Prep Series

2001

SEA signs first REM Contract at Ft. Bragg

SEA earns first GSA Schedule Contract for Energy Management Services

SEA expands overseas for Army

2005

Sain inducted into the Association of Energy Engineers (AEE) Hall of Fame

2006

Sain is prime contractor for Navy Energy Audits

SEA named Air Force Space Command prime for REM services

Sain delivers keynote at NASA's Marshall Space Flight Center Earth Day Celebration



Our History

2007

SEA hosts first annual conference

2009

SEA expands beyond federal to private markets

SEA named prime for Energy Audits for Navy and Marine Corps facilities worldwide

2011

First of three years named Fastest Growing Company List by INC. Magazine

SEA named by U.S. Small Business Administration as Emerging Engineer Business

2012

SEA qualifies as employee owned business



Our History

2013

SEA becomes
Employee Owned
Company

SEA named 79th
Largest Privately
Held Company in
Birmingham

2014

Mike Mills named
President of SEA

Steve Sain becomes
CEO of SEA

2015

SEA ranked 7th
Largest Engineering
Firm in Birmingham

2016

SEA acquires
General Contractor
License

Brenda Phillips
named President
and COO of SEA



Our History

2018

SEA named Contractor on U.S. Marine Corps Energy Program

SEA launches Expeditionary REMS (eREMs) throughout Middle East for U.S. Army Central Command

2019

Director of Engineering, Jason Brooks, Named AEE Engineer of the Year

SEA named prime partner for Marine Corps worldwide Resource Manager Program

2020

SEA named ASHRAE Innovation and Technology Award Winner

SEA launches first Board of Directors - Steve Sain as Chairman

SEA becomes 100% Employee Majority Owned Business



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The Legacy Lives On

2700 Corporate Drive
Suite 230
Birmingham, AL 35242

205.979.9966
Toll Free: 1.855.807.SAIN

www.saineng.com