

OUR HISTORY: THE VALLEY'S HISTORY

After working together at a small engineering firm in Palm Springs, Bob Smith and Bob Mainiero struck out on their own. The goal: create a locally owned engineering firm that would allow them to do what they were passionate about in a place they loved. The year was 1976. After a coin flip decided the name order, Mainiero, Smith & Associates, Inc. was born in a small office on Tahquitz Canyon Way near the Palm Springs Mall.

From its early roots in civil engineering and surveying, MSA evolved with the Coachella Valley itself, broadening its service scope by adding planning, environmental, construction management, GIS and utility services to better meet client needs.

In its early years, public water and wastewater projects, community services district planning, and work with developers and legendary local architects such as Wexler, Kaptur and Williams filled the majority of MSA's portfolio. Then work on the Heritage Palms Golf Club ushered in a period of major golf and development projects for the firm, including Desert Willow in Palm Desert, Escena in Palm Springs and Trilogy in La Quinta.

In 2004, Mainiero, Smith and Associates, Inc. became MSA Consulting, Inc. and moved into its current headquarters on Bob Hope Drive in Rancho Mirage, beginning a new era of growth, success, and service.



“
We are proud of our past, but MSA is not about history – it's about tomorrow and the positive impacts our committed team can continue to have on our community.
”

– Bob Smith
President & Founder



MSA TOMORROW

Today, MSA Consulting, Inc. is the largest locally owned, multidisciplinary engineering firm in the Coachella Valley. Its 53 current employees have over 600 person-years invested in the organization.

MSA's employee-centric approach to business focuses on providing a world-class workplace to attract and retain top employees, and empower them with the tools and resources to do their very best work. The result is a highly skilled and experienced workforce that is deeply connected to the Coachella Valley, dedicated to quality work, and committed to service beyond expectation, both for clients and the community.

MSA's average employee tenure of 11 years is 250 percent longer than the industry average. The firm's 2,000 clients include the top 3 (and 9 of the top 15) homebuilders in the country, and its 2,300 projects have transformed tens of thousands of acres in the Coachella Valley.

Sometimes making a change is the best way to make sure that the important things remain the same. In 2016, MSA offered an Employee Stock Ownership Plan (ESOP), embracing a proven approach that will give all employees an opportunity to participate in the firm's ownership and direction.

The ESOP approach will enable the firm to:

- Remain locally-owned and controlled
- Preserve the unique corporate culture built over 40 years in the Coachella Valley
- Encourage superior performance and a relentless pursuit of excellence across the organization
- Do broader and better work for their clients
- Maintain continuity of management and leadership
- Keep families, profits, and focus in the Coachella Valley, where it all began.

TIMELINE



DECEMBER, 1976 – Mainiero, Smith and Associates, Inc. is incorporated

1970

- 1977 – Early contracts with Brawley, Holtville, Palm Desert Water and Services District and County of Riverside

- 1979 – Firm's first Master Plan of Sewers (Valley Sanitary District in Indio)

- 1980-82 – Construction Management services added (small community water and sewer projects)

- 1980-82 – Relationships developed with local architects (Wexler, Kaptur, Cioffi, Williams, Young, Harrison, Mills, Prest, Urrutia, etc.)

1980



OCTOBER, 1983 – Survey and Mapping Department launched



1992 – Planning Department is launched

1990

- 1997 – Robert Smith purchases Robert Mainiero's stock and signs an 8-year promissory note as Mainiero continues with the firm as a non-shareholder principal engineer



1999-2000 – Environmental Services and Utility Coordination services added

2000

- 2004 – New headquarters building is completed in Rancho Mirage

- 2004 – Company name is changed to MSA Consulting, Inc. to reflect the broader practice moving forward



2016 – MSA continues to experience steady growth as succession plans are formalized, future leaders are identified and the management team continues to expand and strengthen under the ESOP trust

2015-16

- 2015 – The decision is made to pursue an ESOP in 2016.

- 2015 – MSATomorrow is formed to engage younger staff members and develop fresh ideas for improving the MSA experience for both clients and staff