

The Jacobs logo consists of the word "Jacobs" in a bold, white, sans-serif font. The letter "J" is stylized with a vertical stroke on the left and a horizontal cutout on the right. The letters are slightly shadowed, giving them a three-dimensional appearance against a dark background.

**Challenging today.
Reinventing tomorrow.**

MEET OUR TEAM

**Jyotika Singh**

Initiatives Lead

**Rohan**Data Integrity and
Documentation Specialist**Aditya Manikantan**Networking and Stakeholder
Engagement**Ashmita Dewanjee**

Lead Analyst

**Jehad**

Project Coordinator

**Instructor**

Inspirational leader, ambitious, direct, seeks big-picture goals, minimizes need for affirmation, adaptable.

Scientist, Architect

Detail-focused, analytical, seeks accuracy, prefers peaceful settings, resists change, values objectivity and process.

Instructor

Charismatic, goal-oriented leader, persuasive, overlooks details, values innovation, occasionally over-controlling, highly adaptive under pressure.

Visionary

Visionary, independent, forward-thinking, seeks new challenges, values control, can be overly critical and direct.

Navigator, Catalyst

Analytical, cautious, independent, desires freedom, procedural, occasionally condescending, thrives on exploring alternatives.

Our SurePeople based Personality Type

JACOB SOLUTIONS

Jacobs, is a global provider of technical, professional, and construction services including engineering, architecture, construction, operations, and project management. The company is known for its contributions to various sectors such as aerospace, buildings, automotive, industrial, and nuclear, among others.

**The Times Top 50 Employers for Women
Top score in the 2021 Disability Equality Index**

Jacobs to Deliver Final Design on Brightline West High Speed Rail Nevada Segment

Jacobs to Support Design, Construction and Operations for Seawater Desalination Plant

Jacobs Secures MacDill Air Force Base Civil Engineer Base Maintenance Contract

Jacobs Named as Supplier of Cyber Security Services to UK Ministry of Defence

BY THE NUMBERS

40+
COUNTRIES

55K+
TALENT FORCE

400
OFFICES

\$22.5B
IN BACKLOG

\$2.5B
IN CLIENT SAVINGS

\$13B
ANNUAL REVENUE

23.8M
METRIC TONNES CO₂
EMISSIONS AVOIDED
FOR CLIENTS

How Jacobs Ranks in the Construction & Engineering Industry

This shows how the company ranks on each Big 9 cultural value compared with all companies in the [Construction & Engineering](#) industry.

 Agility	2nd of 6
 Collaboration	3rd of 6
 Customer	1st of 2
 Diversity	1st of 6
 Execution	4th of 6
 Innovation	2nd of 4
 Integrity	4th of 6
 Performance	1st of 6
 Respect	4th of 5



Aecom

WAR

Construction & Engineering

2,272



18th



Bechtel

Construction & Engineering

710



52nd



Fluor

Construction & Engineering

825



86th



Jacobs

Construction & Engineering

1,565



26th



Kiewit

Construction & Engineering

963



54th

GUESS WHAT'S
BEING MEASURED
HERE?



This quality in leadership enhances trust and engagement, creating a workplace where everyone feels valued and motivated.

Culture at Jacobs

According to 1,565 Jacobs employees, the most frequently discussed Big 9 cultural value is agility, and the most positively discussed value is collaboration



AND A FEW MORE REVIEWS



According to [reviews on Glassdoor](#), employees commonly mention the pros of working at Jacobs to be [benefits](#), [career development](#), [coworkers](#) and the cons to be [senior leadership](#), [culture](#), [management](#).

Pros
Learned a bit on Revit. They paid slightly higher than other similar companies

Cons
No opportunity for growth, Micromanaging, speaking to staff in a disrespectful way, lots of discrimination, being close-minded and still doing things the old way and not open to new things, boring office events tbh and the culture honestly sucks. I cried every day when I had to go to work. I did more engineering than I did architecture, so creativity was VERY limited. The health insurance offered is horrible and perks in general. No overtime pay but would want to overwork you. I could honestly keep going

Advice to Management
Get training on how to treat employees and be a good management. Don't hire people just to fill up your diversity % and then treat them horribly

Pros
The engineers and staff at the site level were great. We were supporting an important mission

Cons
The home office support and interdivisional coordination were not great.

Advice to Management
Figure out how to make the company function.

Pros
Amazing projects, strong culture, great benefits

Cons
Executive Management focused on the dollars, not the value

Pros
Good coworkers with shared vision

Cons
Terrible management unable to lead constantly going through reorganization.

Advice to Management
Make a plan and stick with it

Pros
Large variety of benefits and resources.

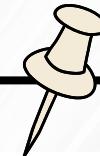
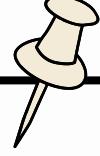
Cons
Not much interaction with upper management

Advice to Management
More in person opportunity's to network or go to conferences with other sections of the company.

Pros
Work/home balance. Good pay and benefits.

Cons
Leadership not handling things at lowest level possible. Risk of getting fired for the smallest thing.

SOME ISSUES IN NEWS



FEBRUARY 20, 2024

A newly-released bid protest decision describes one significant mistake by Jacobs, but also includes allegations of information being shared because the business unit involved is part of a complex merger.

- **Issue:** Loss of the \$2.8 billion SOCOM IT contract due to an error in oral presentation materials.
- **Root Cause:** Inadequate review and quality control processes for high-stakes contract proposals. This indicates a potential oversight in leadership's operational directives and quality assurance protocols.

Dallas-Based Jacobs to Separate Its Critical Mission Solutions Business

- **Issue:** Spin-off and merger of the Critical Mission Solutions and Cyber & Intelligence government services with Amentum.
- **Root Cause:** This strategic decision reflects leadership's challenges in managing a diversified portfolio effectively under one umbrella.

U.S. Company Liable for Qatar World Cup Labor Exploitation, Lawsuit Alleges

A group of Filipino workers filed suit against Jacobs Solutions, which oversaw construction of 2022 World Cup stadiums

- **Issue:** Lawsuit alleging labor exploitation during the construction of World Cup stadiums in Qatar.
- **Root Cause:** Possible gaps in oversight and ethical compliance in subcontractor management, reflecting on senior leadership's commitment to enforcing and maintaining ethical standards and human rights within its global operations.

OUR AIM



The aim of our analysis will be to evaluate whether Jacobs' decision to spin off its Critical Mission Solutions business increases shareholder value, and if so, at what expense. This spin-off represents about 35% of Jacobs' business, a significant portion that indicates a major strategic shift.

LET'S DIVE IN

THE PATH AHEAD

Success depends on the execution capabilities of Jacobs' leadership.

COMPANY CULTURE AND DYNAMICS <p>Spin-off may lead to cultural shifts, affecting employee retention and satisfaction.</p>	STRATEGIC OPP. <p>RemainCo could pursue new business opportunities/ acquisitions more aligned with its strategic goals.</p>	INVESTOR PERCEPTION <p>This could change how investors view the company, potentially attracting those interested in specific market segments</p>
WORK DYNAMICS <p>Differentiation in work pace between RemainCo and the spun-off entity could impact staff workload</p>	LEADERSHIP COMMUNICATION <p>Effective communication is crucial to maintaining trust and clarity during transitions.</p>	CLIENT RELATIONSHIPS <p>The reorganization may lead to changes in key points of contact for clients, possibly affecting client satisfaction and project continuity.</p>
OPERATIONAL EXECUTION <p>Rapid implementation of the spin-off requires agile management to minimize disruptions.</p>	FINANCIAL IMPLICATIONS <p>Might lead to initial financial volatility. This could affect stock prices in the short term.</p>	BRAND IDENTITY <p>There could be uncertainty or confusion in the market about its core services, impacting its brand as a construction engineering leader.</p>

It requires careful management of human resources, preservation of company culture, and effective communication and leadership to navigate the changes smoothly. How well Jacobs manages these aspects will be pivotal in realizing the full benefits of the spin-off, influencing both internal dynamics and external perceptions of the company.

PLAN S.M.A.R.T!



SPECIFIC

- Evaluate the financial impact and leadership effectiveness of Jacobs' spin-off of its Critical Mission Solutions business, focusing on shareholder value and strategic execution.

MEASURABLE

- **Leadership performance ratings** from internal and external stakeholders.
- **Employee satisfaction surveys** focused on communication and change management.
- Frequency and quality of communications regarding the spin-off.

ACHIEVABLE

- Gather data from financial reports and conduct stakeholder surveys after the post-spin-off, utilizing resources from finance and HR departments.

RELEVANT

- We look to understand the consequences of the spin-off on Jacobs' business value and leadership performance, directly impacting strategic decision-making.

TIME BOUND

- Complete all analyses, financial results and report findings within the next 3 weeks of the spin-off.

THANK YOU

Any questions ?



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