

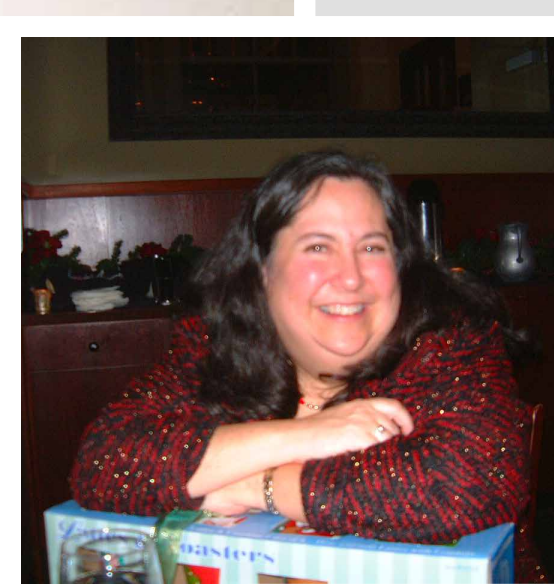
Since 1996, Floyd|Snider has worked with clients and teaming partners to solve some of the toughest environmental challenges on in-water and upland projects across the Pacific Northwest and beyond.

Scroll down to explore our 30-year journey!

1996

Floyd|Snider is founded by **Dr. Teri A. Floyd** and **Kate Snider, PE**. The firm is "designed and operated based on teamwork and interdependence, building rich and productive relationships in order to accomplish goals beyond our individual capabilities." **By the end of the year, the firm has 7 projects across Washington and has hired its first employee.**

Floyd & Snider Inc.



1997

Floyd|Snider celebrates its 1-year anniversary with the creation of Founders Day—a paid day off in April to celebrate the firm.

2001

Celebrating 5 years and a staff of 14! Future Managing Principal **Dr. Allison Geiselbrecht** is hired as a Microbiologist, with her first day occurring on the same day that the Nisqually Earthquake hit Seattle.

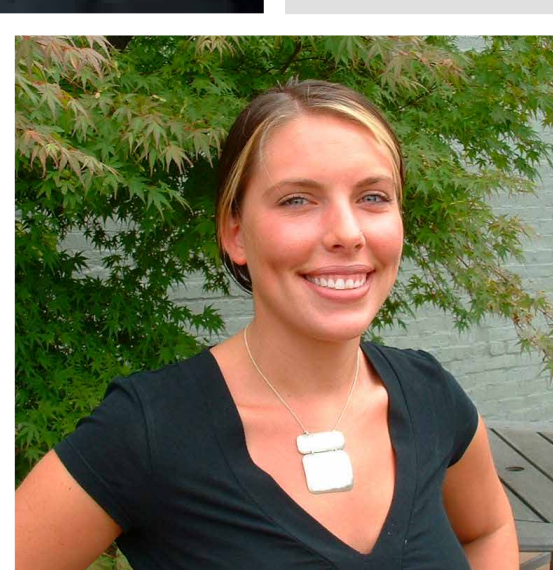
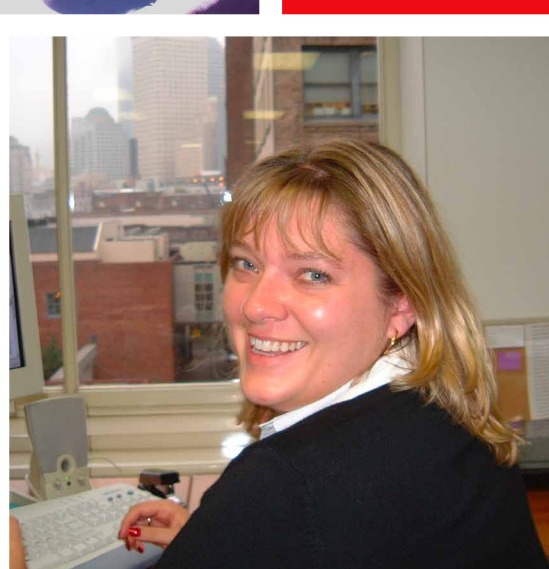


2002

The company holds its first annual picnic in the summer.

2003

Future Associate Principal **Erin Murray** is hired to support a growing firm. Floyd|Snider sets up a proprietary library system to catalogue reference documents (approximately 20,000 to date).



2004

Future Managing Principal **Jessi Massingale, PE**, joins the Floyd|Snider team as an Environmental Engineer/Oceanographer. Future CFO and Managing Principal, **Tiffany Volosin**, is hired.

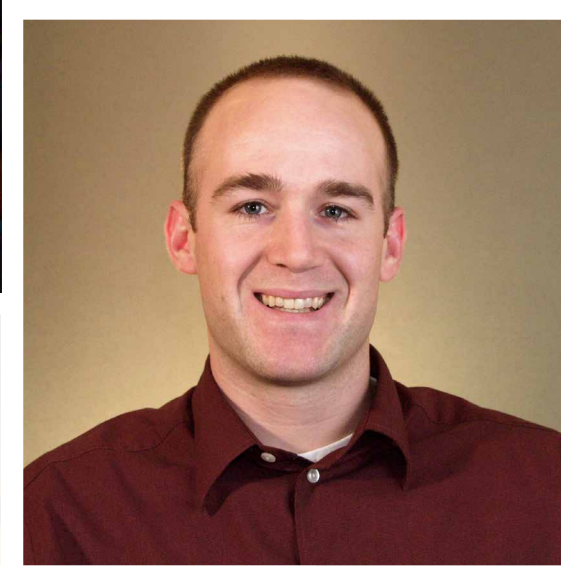
2005

Floyd|Snider begins to provide in-house GIS services to support reporting and decision-making. **The firm grows to 21 employees** and moves into offices on the 6th floor of Two Union Square—where we are still located today.

FLOYD | SNIDER
strategy ■ science ■ engineering



10
YEARS
1996-2006



2007

Floyd|Snider holds its first company retreat, which we have continued each year for focused and fun time together as a firm.

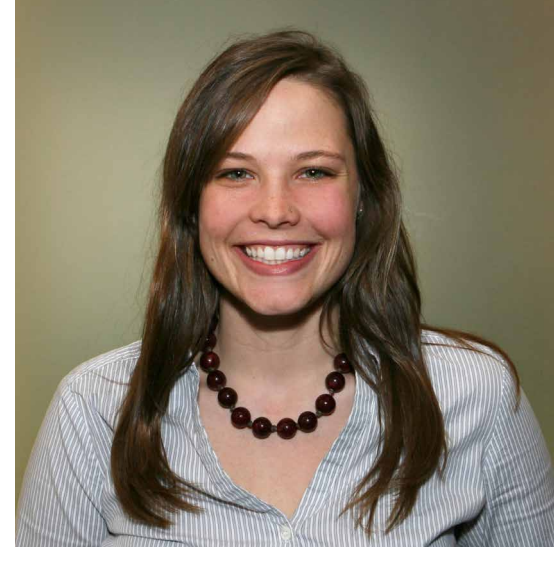
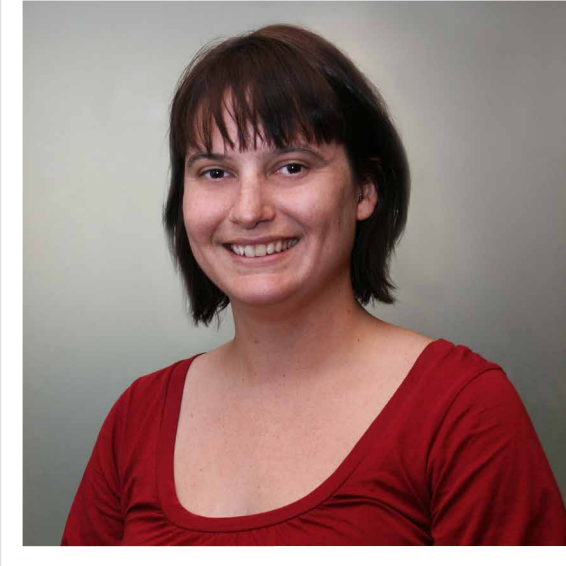


2008

The firm begins providing 1 week of paid time off per year for staff to volunteer at the non-profit of their choice. **The number of employees reaches 25** and the office suite is expanded.

2009

Future Associate Principal **Amanda McKay** is hired as a Toxicologist. The leadership team expands to include Associate Principals who support Teri and Kate in management of the firm.

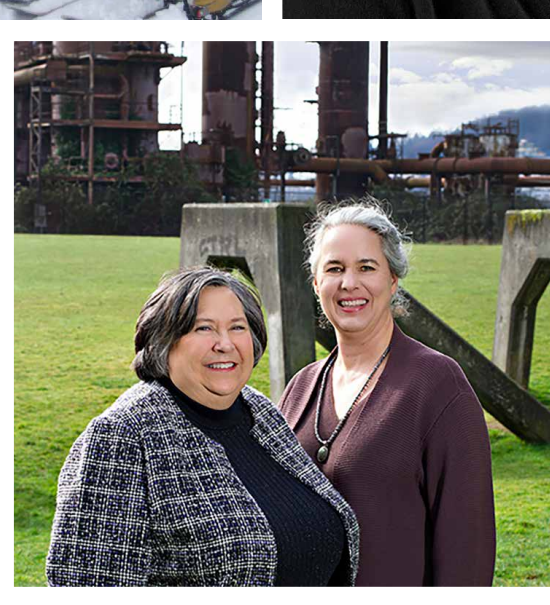
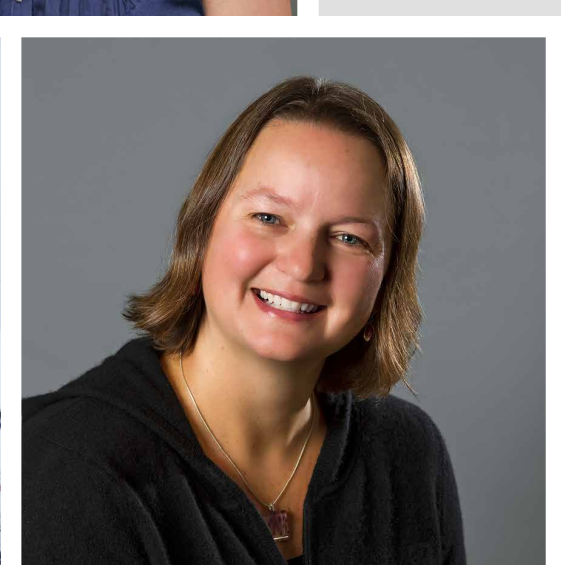
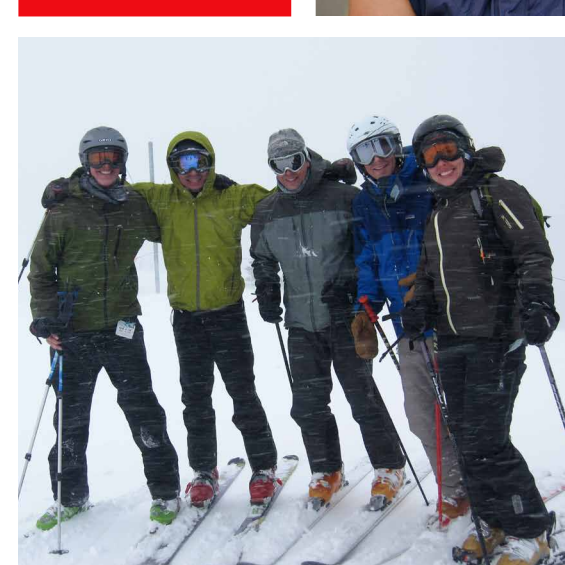


2010

Future Associate Principal **Kristin Anderson, LHG**, is hired as a Hydrogeologist and future Associate Principal **Emily Jones, PE**, is promoted from intern to a full-time position as an Environmental Chemist. **Tiffany Volosin** is promoted to CFO.

2011

Celebrating 15 years! Future Principal **Lynn Grochala** joins Floyd|Snider as an Environmental Scientist. Teri and Kate begin developing an ownership transition timeline, creating an Employee Stock Ownership Plan (ESOP) and Shareholder Program to ensure company strength and longevity after their retirement.

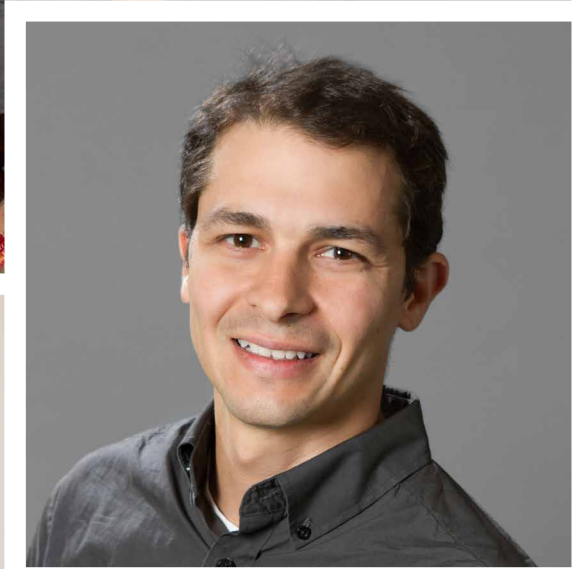
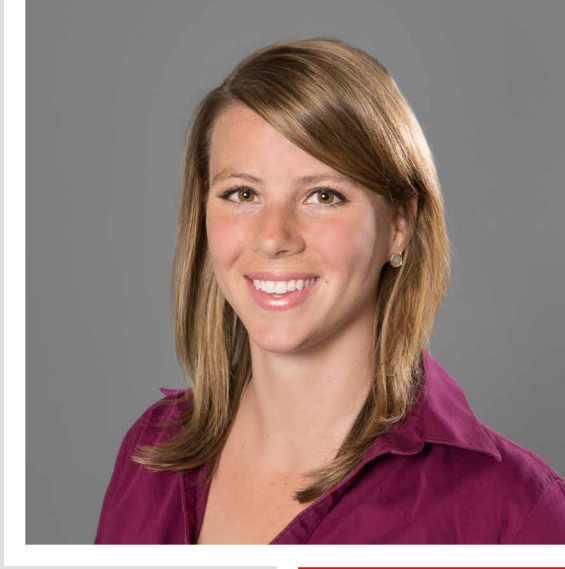


2012

A mentoring program is developed to support new staff as they begin their career at Floyd|Snider. Kate and Teri are featured in an issue of Forbes Magazine highlighting women leaders.

2013

The firm grows to 28 staff, including 7 administrative support staff members.

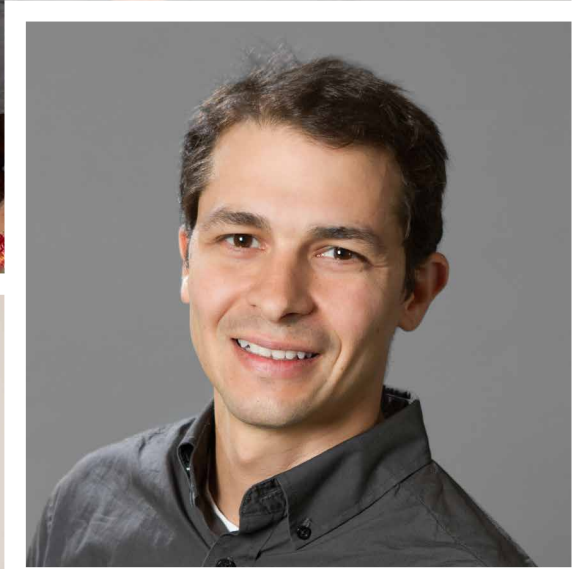
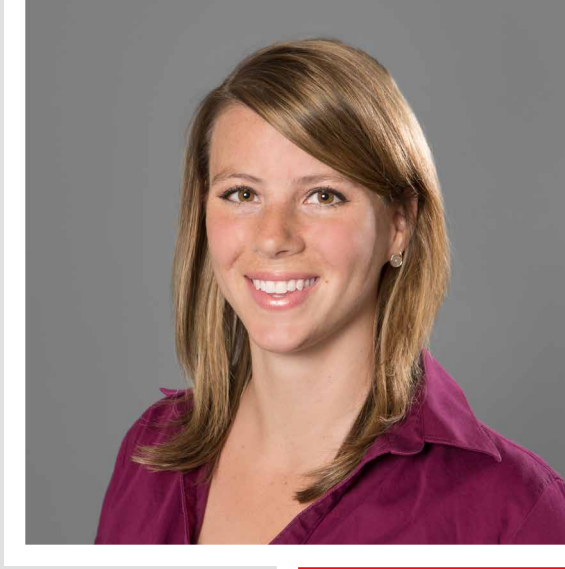


2014

Future Principal **Gabe Cisneros, LG**, is hired as a Geologist. The firm implements a number of initiatives to improve workflow and quality, including in-house training modules, a dedicated field committee, and a quality control review step for all technical documents. The firm holds its first annual camping trip. **Allison Geiselbrecht** is promoted to Principal.

2015

Future Managing Principal **Tessa Gardner-Brown, AICP**, joins Floyd|Snider as a Senior Environmental Planner, beginning growth towards a planning and permitting team. Historical Research Services are officially added to our portfolio.



2016

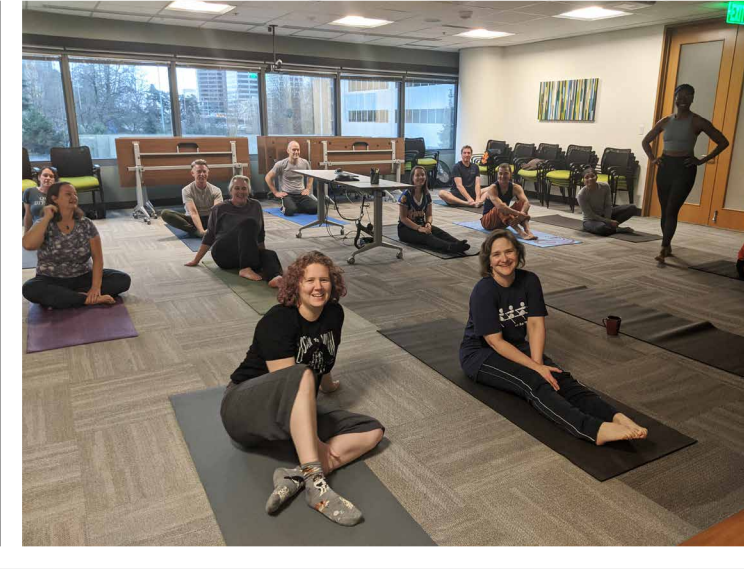
Celebrating 20 years! The firm initiates green and sustainable remediation initiatives for both project design and planning, and implementation in the field. **Jessi Massingale** is promoted to Principal.

2017

Cofounder **Teri Floyd** retires, with a celebration held at the Washington Athletic Club. Future Associate Principal **Kara Hitchko** is hired as a Toxicologist. **The firm reaches 32 employees** and becomes a Social Purpose Corporation, promoting our values to support our employees, the environment, and the community. This same year, Floyd|Snider is named a King County Executive's Small Business Awards finalist.



20
YEARS



2018

The firm creates a more robust field staff training program and begins offering in-office fitness classes. A Volunteer and Community Partnership Committee is formed to create opportunities for the firm to give back.

2019

Floyd|Snider creates a new Professional Development Group to provide staff with a forum to share ideas around career growth in the environmental consulting business.



2020

During the COVID-19 pandemic, **Floyd|Snider continues to grow—with a staff of 41**. The firm initiates summer hours to allow staff longer weekends to rest and recharge, and a new Equity Team is formed.

2021

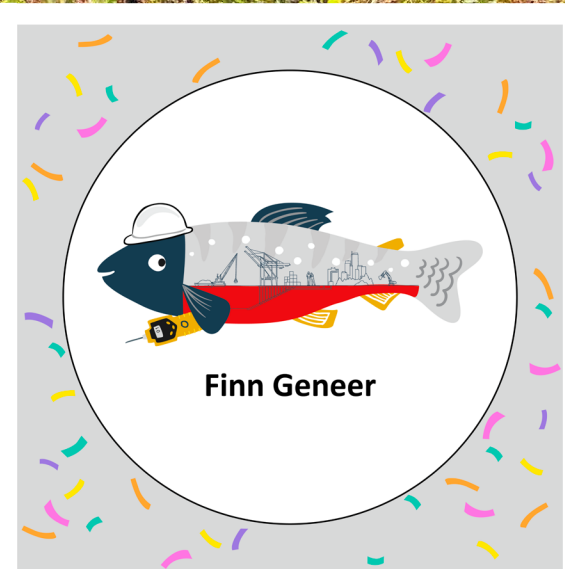
Celebrating 25 years! Floyd|Snider is certified as an EnviroStars Partner, establishing the firm as a sustainable business leader in the Puget Sound region. Associate Principal **Tom Colligan, LHG**, retires after 21 years at Floyd|Snider. The firm sets up an annual matching donation program to support local non-profits centering racial, social, and environmental justice.

25
YEARS



2022

The firm becomes a sponsor of Long Live the Kings and introduces "Finn Gineer" to the Survive the Sound annual fundraising event. **The firm grows to 48 employees**.



2023

The firm develops multiple scholarships to support diversity in STEM education. **Tessa Gardner-Brown** is promoted to Principal.



2024

Future Associate Principal **Karmen Martin** joins the team as a Senior Environmental Planner.



2025

Cofounder **Kate Snider** retires, with a celebration at the Olympic Rooftop Pavilion at Hotel Ballard with current and past employees, clients, and teaming partners. **The firm grows to 54 staff, with plans to hire more in the coming year.**

30
YEARS



2026

Celebrating 30 years!

We can't wait to see what 2026 has in store!