TRANSACTION CASE STUDY

CIVIL DESIGN CONCEPTS

A buy-side advisory engagement in civil engineering

MERGED WITH

LAND PLANNING ASSOCIATES
A Division of Civil Design Concepts, P.A.

DEAL SNAPSHOT

SECTOR
Civil engineering and land planning

CLIENT
Civil Design Concepts, P.A. (Western NC)

PARTNER FIRM
Land Planning Associates (Upstate SC)

OWNERSHIP
100 percent employee-owned (ESOP)

TRANSACTION
Merger; LPA employees join the CDC ESOP

COMBINED FOOTPRINT
Western NC and Upstate SC

STONEMILL ROLE
Buy-side advisor to CDC

THE SITUATION

Founded in 2000 and 100 percent employee-owned through an ESOP since 2019, Civil Design Concepts provides civil engineering, site design, and construction administration from Western North Carolina.

CDC holds licenses in North Carolina, South Carolina, Virginia, Tennessee, and Georgia, and serves municipalities, government agencies, and private developers.

KEY CONSIDERATIONS

DIVERSIFY AND GROW

Leadership wanted to diversify the workload, enhance service offerings, and create new growth opportunities for employee-owners.

PROTECT OWNERSHIP AND CULTURE

The right partner had to fit CDC's employee-owned structure and its values around community investment and workplace culture.

HOW WE APPROACHED IT

A

POSITIONING

Positioned CDC as a partner that keeps leaders engaged, retains staff, and adds back-office and operational support.

Framed employee ownership as a source of stability and growth.

B

TARGET STRATEGY

Confidential, targeted outreach to established civil engineering firms on CDC's behalf.

Focused on experienced leadership and strong client relationships.

C

PROCESS

Buy-side advisory from outreach through partner selection, diligence, and closing.

Supported a transition that brings LPA employees into the CDC ESOP.

HOW STONEMILL ADVISED

01 **POSITIONING**

Defined CDC's growth story and partner criteria.

02 **CONFIDENTIAL OUTREACH**

Targeted outreach to civil engineering firms.

03 **PARTNER SELECTION**

LPA selected for complementary markets and shared values.

04 **DILIGENCE + TRANSITION**

Diligence support through closing and the ESOP transition.

WHY THE COMBINATION FIT

COMPLEMENTARY MARKETS

Minimal geographic overlap. LPA's Upstate South Carolina base joins CDC's Western North Carolina footprint.

BROADER CAPABILITIES

Stronger planning, engineering, construction administration, and municipal support for clients.

SHARED VALUES + OWNERSHIP

LPA employees join the CDC ESOP. Both firms invest in their communities and their cultures.

2000
CDC FOUNDED

100%
EMPLOYEE-OWNED

5
STATES LICENSED

3
OFFICES, NC AND SC

With Stonemill's buy-side advisory, Civil Design Concepts merged with Land Planning Associates. LPA now operates as a division of CDC, and its employees join CDC's 100 percent employee-owned structure.

"Joining forces enables us to diversify our workload, enhance our service offerings, and provide our employee-owners with new opportunities for professional growth."

PATRICK BRADSHAW, MANAGING PARTNER, CDC

"A shared vision and corporate culture are the foundation of this partnership's success."

PATRICK RIVERS, FOUNDER, LAND PLANNING ASSOCIATES

Takeaway: the right combination can grow an employee-owned platform without diluting the culture that built it.

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LET'S TALK



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