



2025 Sustainability & ESG Conference

Session 3: Technology, AI & Climate Intelligence 2.0

Jay Margherio
EFCG Vice President
Technology & Innovation

Thursday, December 4, 2025

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Network: Hotel Clio_Conference
Password: C!o2025



Experience

Vice President

Technology and Innovation
EFCG

Technology Strategy & Advisory Consultant
Accenture

Market Strategy & Finance Lead
Ioniks

Additional Experience: **Orianna Capital,**
Optima Chemical, Graham Capital

Education

M.B.A., Finance, Marketing & Strategy
NYU Stern School of Business

B.E., Chemical Engineering
Dartmouth College

EFCG Technology Practice

Technology Advisory

Tech Investment Benchmarking and Strategy
Market Analysis and Technical Due Diligence
Innovative Business Model Partner
Knowledge Management and IP
Technology Organization Design
AI Resilience Benchmarking

Advanced Analytics

Custom Analytics Advisory
Innovation Network Analysis
Forecasting and Predictive Analytics
Market and Competition Monitoring
Financial Modeling and Scenario Analysis
Forensic Analysis and Cyber Security

Quantitative Integration Analysis (QIA) –

Monitor Integration Velocity for Post M&A and
Org Redesigns

Today's Panelist: Katie Kemen



Katie Kemen

Experience

Director of Climate Resilience Services / Senior Associate
Climate Adaptation and Resilience Specialist
BSC Group, 2020–Present

Senior Manager, Emergency Preparedness and Business Continuity
Program Manager, Emergency Preparedness
Project Manager, Emergency Preparedness
Mass General Brigham, 2014-2020

Education

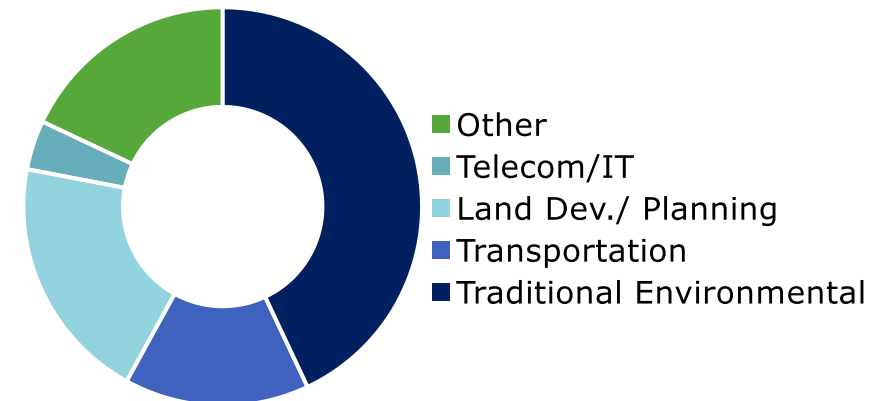
Simmons University
MBA

The George Washington University
B.Sc., Public Health



Ownership Type	Gross Revenues	Total Employees
Employee-Owned	\$36.7M	197

End Markets % Revenues



Today's Panelist: Adam McMillen



Adam McMillen

Experience

Director of Sustainability
IMEG, 2017–Present

Director of Energy Consulting
Slipstream, 2011–2017

Education

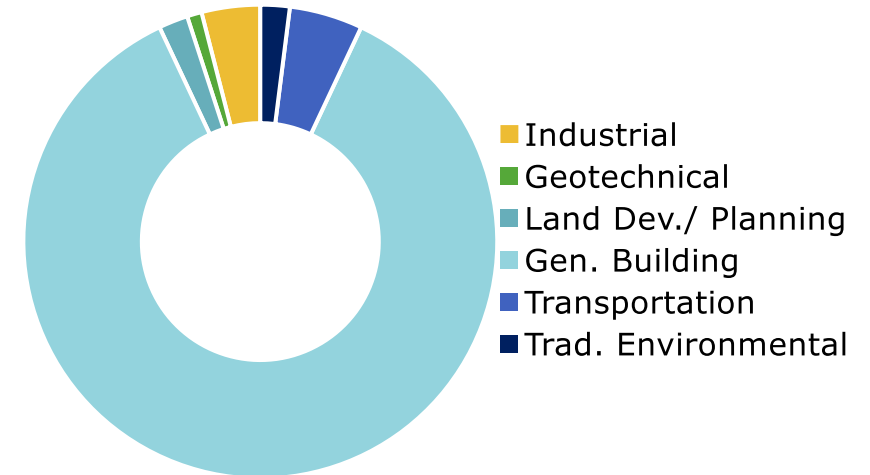
Milwaukee School of Engineering
Master of Science, Mechanical Engineering

St. Louis University
Bachelor of Science, Aeronautics



Ownership Type	Gross Revenues	Total Employees
ESOP	\$661M	2,882

End Markets % Revenues



Today's Panelist: Chris Young PE



Chris Young, PE

Experience

CEO / Board Chair
Plummer, 2018-Present

Vice President, other roles
MWH, 1998-2017

Engineer
Evans-Graves Engineers, 1994-1998

Education

Louisiana State University
Bachelor of Science, Civil Engineering

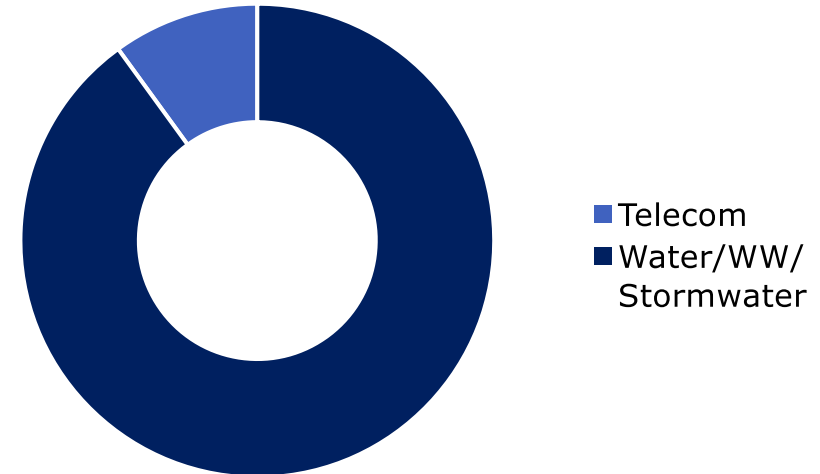
Southeastern Louisiana University
Master of Business Administration



PLUMMER

Ownership Type	Gross Revenues	Total Employees
Employee-Owned	\$83M	280

End Markets % Revenues



Today's Panelists



**Katie
Kemen**

Director of Climate Resilience
Services / Senior Associate
BSC Group

Ownership Type:
Employee-Owned

Gross Revenues:
\$36.7M

Total Employees:
197

Primary End Market(s):
Traditional Env., Land Dev. / Planning,
Other



**Adam
McMillen**

Director of Sustainability
IMEG

Ownership Type:
ESOP

Gross Revenues:
\$661M

Total Employees:
2,882

Primary End Market(s):
Gen. Building



**Chris
Young**

CEO / Board Chair
Plummer

Ownership Type:
Employee-Owned

Gross Revenues:
\$83M

Total Employees:
280

Primary End Market(s):
Water/WW/Stormwater



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