

Ronald N.S. Ho & Associates Inc.

HAWAII'S TOP EMPLOYERS 2022

GOLD



ESTABLISHED IN 1978, Ronald N.S. Ho & Associates, Inc. (RNSHA) is one of Hawaii's largest electrical engineering consulting firms. For over the past four decades, this employee-owned company has invested in its employees as it does in its customers and clients. "The core values at RNSHA emphasize character, caring, courageous, and community. The basis of these values underlie our work ethics, client relations, and business strategies to support and contribute to a growing company," said Sean Sugai, President.

"In our line of work, the foundation is only as strong as the people who built it." RNSHA offers a rewarding, nurturing, and collaborative environment for all employees. Promotional programs for certification and leadership opportunities include involvement in the American Council of Engineering Companies of Hawaii's Emerging Leaders Program (ACECH ELP), Illuminating

Engineering Society (IES) membership and more.

Employees have health and wellness benefits which include medical coverage and insurance, paid holidays, paid time off, and company sponsored retirement plans.

With the transition of a hybrid working office, the RNSHA team strives to create a fun, productive, and supportive workplace. "As this becomes the 'new normal,' we continue to focus on the balance of productivity and adaptability to promote a cohesive work environment," said Sugai. RNSHA pivoted their practices to work remotely, create development opportunities, foster engagement and recognize team contributions, while prioritizing their health and well-being. Flexible work schedules are encouraged to minimize overtime and promote a work-life balance. Computer software and equipment are provided to the staff and updated regularly to ensure constant communication and an efficient

work-from-home environment.

To maintain camaraderie and teamwork, the company also organized several employee events and activities to support local businesses. In lieu of holiday gifts to clients or hosting a holiday party, RNSHA donated monetary gifts to various community organizations.

For the 5th consecutive year, RNSHA has been recognized as one of Hawaii's Best Places to Work in Hawaii. "We pay tribute to its success in part due to a strong team built on the foundation of trust, collaboration and commitment," said Sugai.



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BEST PLACES TO WORK WINNER

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