

# Rand Looks Back 25 Years...



*Stephen: Big dreams, bright future*

Celebrating a  
Quarter Century  
of Service!

"**R**and's early days were rocky—we started up the week after the stock market crash in October 1987, running on a shoestring budget and a short-term loan. It was months before anyone saw their first paycheck.

It's been a slow, steady climb from less than 10 of us to more than 80. This is now my second family in a way I never could have imagined.

In one sense it seems like a million years ago since that first day at Rand. Yet in another it's like only yesterday because we're still doing what we've been doing all along: working hard, having fun, and striving to give clients what we promise. We've built on that past, and it will always be our future."



**Stephen Varone, AIA**  
President



**R A N D ENGINEERING & ARCHITECTURE, PC**

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