



UNEARTH YOUR POTENTIAL

Discover a World of Rewards

At UES, our goal is to provide a comprehensive package of benefits and incentives to enrich your career journey. Join our dynamic team and embark on a fulfilling path that celebrates your expertise, hard work, talent, and dedication!



**REWARDING BASE
PAY & INCENTIVES**



**PROJECTS THAT
IMPACT OUR
COMMUNITIES**



**ENGAGING,
PURPOSE DRIVEN
CULTURE**



**BENEFITS FOR
YOUR WELL-BEING**

WHY CHOOSE UES?



REWARDING BASE PAY & INCENTIVES

COMPETITIVE BASE COMPENSATION

- ❑ Enjoy a competitive wage that recognizes your skills, expertise, and experience.
- ❑ Annual performance-based pay increases, as well as the opportunity for additional pay after passing required certifications in specific career paths.
- ❑ Overtime may be available and will vary by role.

ANNUAL INCENTIVES

- ❑ Incentives tied to financial and individual performance.
- ❑ We believe in rewarding top-notch performance and fostering a culture of excellence.

LONG-TERM INCENTIVES

- ❑ As your career progresses to employee-owner, you will have the potential opportunity to invest in the company's growth through stock options or stock purchase.



ENGAGING, PURPOSE DRIVEN CULTURE

PROFESSIONAL GROWTH/CAREER DEVELOPMENT

- ❑ Unlock your potential with many opportunities for growth and development. From ongoing training programs to mentorship initiatives, we invest in your success. UES University offers team members with hundreds of classes online.
- ❑ At UES, you'll have the ability to expand your career through our local and national Service Line Councils, national job posting board (emailed weekly), and the ability to connect and work with an extended network of AEC professionals across the country.

OUR STRIVE VALUES

- ❑ At UES, our company values are a cornerstone of how we treat our customers and each other. These company values are represented by the acronym STRIVE: Safety, Teamwork, Responsiveness, Integrity, Value, and Excellence.

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RECOGNITION AND REWARDS

- ❑ We foster a culture of appreciation, recognizing hard work through various rewards and recognition programs. (Peer-nomited STRIVE Awards, Referral Bonuses, Safe Driver Bonuses)

INCLUSIVE CULTURE

- ❑ Join a team that embraces different perspectives, backgrounds, and experiences, fostering an environment where everyone can thrive.



PROJECTS THAT IMPACT OUR COMMUNITIES

- ❑ At UES, you'll have the opportunity to work on projects that change the world! Our projects are helping to build the infrastructure for our future, making our communities a better place to live, work, and play.
- ❑ Join us in our corporate social responsibility initiatives and contribute to meaningful community projects.



BENEFITS FOR YOUR WELL-BEING

COMPREHENSIVE BENEFITS

- ❑ UES offers access to several comprehensive benefit plan options starting at "net zero" cost! Benefits plans include medical, dental, and vision insurance.
- ❑ Two of the medical plans included offer Health Savings Account (HSA) plans with low premiums and company contributions.
- ❑ Employees who complete wellness activities can receive discounts on medical premiums.
- ❑ All UES employees can use Teladoc for virtual doctor visits. This benefit provides flexibility to get care in a convenient way that meets the needs of our active employees.

ADDITIONAL HEALTH BENEFITS AT NO COST

- ❑ Upon hiring, UES employees have access to iBenefits consultants, who can help you select the appropriate healthcare plan.
- ❑ UES offers **Health Advocate**, a resource to help employees get the most value out of their medical benefits.

401(K) RETIREMENT PLAN

- ❑ The UES 401(k) plan offers an employer match up to 4% of pay with 100% IMMEDIATE vesting.

LIFE INSURANCE

- ❑ UES pays for up to \$75,000 in term life insurance for each full-time eligible employee, with the option to purchase additional life insurance for you and your family.

EMPLOYEE ASSISTANCE PROGRAM

- ❑ You and your dependents can receive up to 5 free face-to-face visits with a counselor, with no copay and no deductible.

OTHER BENEFIT PROGRAMS

- ❑ Receive 10% off tuition rates at The Learning Experience, Academy of Early Education.
- ❑ Supplemental insurance is available to help pay out-of-pocket expenses your medical insurance doesn't cover.
- ❑ Coming Soon - Pet insurance through Wishbone!

PAID TIME OFF

- ❑ Our paid time off (PTO) schedule accrues at a MINIMUM of 12 days per year and all employees have 7 paid holidays.