




You map the route  
We'll clear the way

[careers.terracon.com](https://careers.terracon.com)

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# The heart of Terracon is its people

This focus inspires us to continually lift you up, give you a voice, and provide you with valuable resources and the empowerment to design your career.

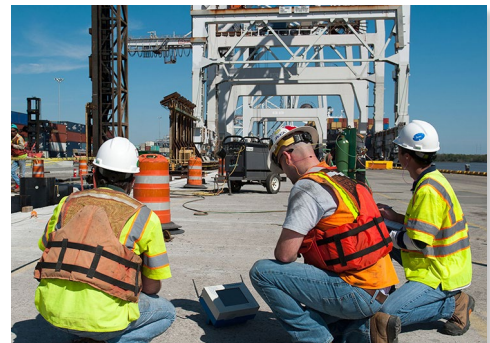
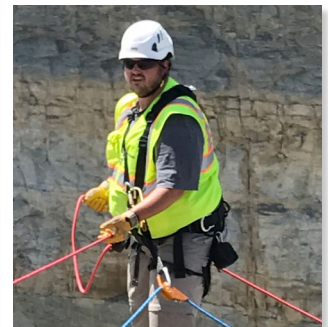


*Safety first*

# Without exception, your safety is paramount

Keeping you *Incident and Injury-Free™ (IIF™)* is always top of mind and it is woven into our business practices and consciousness to design your career.

- » If you feel unsafe, you are empowered to stop work without repercussions.
- » Meetings start with sharing an 'IIF moment.'
- » Your manager cares for you and performs safety check-ins with you.
- » Field employees frequently receive spot bonuses for safe behavior on job sites.
- » IIF driver safety training is mandatory for all employees to provide the tools and support to keep you safe on the road.
- » COVID -19 protective measures are extensive and let every employee work safely in every situation.



# Care runs deep here

Low-ego leadership, high ethical standards, inclusivity, and genuine concern for employees' physical, mental, and financial well being are just a few ways we care for you.



## *Genuine care and concern*

### Our Guiding Behaviors

We treat everyone fairly and respectfully. We commit to inclusion. We speak up for others and ourselves.

Go to these pages on  
Terracon.com to learn more about:

- » [Our Purpose and Values](#)
- » [The Corporate Responsibility Program \(sustainability\)](#)
- » [The Terracon Foundation](#)

Care about your community?  
So do we.

You get to express the passion and care you feel for your local community through various community involvement events Terracon supports every year. Additionally, the Terracon Foundation strives to be a genuine part of Terracon's employees' lives and the neighborhoods we serve.

# Freedom to explore

Evolve your career with us! Set a course to try new experiences. The support is baked in.

- » Through Terracon University and Project Management Development training, our internal education programs allow you to upskill and advance your career and compensation. In addition, industry and professional certifications can also support you.
- » You become part of a culture that nurtures ongoing connections and conversations about what is important to you regarding possible paths for your career at Terracon.
- » Field technicians and exploration team members have the internal support to create exciting career paths.
- » Relocation assistance helps you pursue new opportunities at our more than 175 locations across the U.S.
- » Employee Resource Groups (ERGs) are one way your voice gets heard. They create a sense of belonging and are a way to shine a light on what you care about.



## Meet Michaela

Department Manager and Principal

Michaela set her career path at Terracon and ran with it. With encouragement and mentorship from her Terracon colleagues, she advanced her technical skills, created a great network in and outside of Terracon, celebrated successes, and learned from failures. It all propelled her to the leadership position she holds today!

2007 Staff Geologist, 2010 Project Manager, 2013 Staff Manager, 2017 Group Manager and Authorized Project Reviewer, 2019 National Account Manager, today Department Manager and Principal

# Room to innovate

Your potential will soar at Terracon if you like to continually evolve and use your creativity to set the pace in our industry.



## Say hello to Justin

GIS Analyst

His idea solved a long-standing challenge related to accurately collecting location data from the field without knowing where the work was in relation to the project plan. Justin developed this innovative grass roots idea, got support from his mentors, and took it company-wide. He now has \$1M in funding to further evolve what's now known as TARGETID.

- » Achieving excellent results for your clients is made easier through a variety of Terracon's technical innovations across service lines.
- » **Engineering News-Record's** (ENR) 2021 rankings place Terracon at:
  - » #12 for Top 100 Pure Designers
  - » #24 for Top 500 Design Firms
  - » #52 for Top 150 Global Design Firms
- » Our Idea Lab gets your big ideas noticed from ideation to implementation across the company.

# Employee ownership

Being rewarded and having a say is a breath of fresh air.



Employee ownership means that your opinion has influence and that together we chart our own course and invest in what matters to us; not Wall Street or investment companies. The culmination is a healthy culture that rewards the company and its owners while positioning Terracon for long-term stability and success.

**There are three ways to become an owner of Terracon:**

- » **The Terracon 401(k)/ESOP Plan** - the company contributes 60 percent of the first 7 percent of your 401(k) deferral in Terracon stock and/or cash. Ninety-seven percent of our employees are owners through the Employee Stock Ownership Plan.
- » An **annual opportunity to purchase Terracon stock** within the ESOP with your 401(k) plan deferral dollars.
- » **Purchase Terracon Stock** directly through the annual stock offering.

# Total Rewards

Experience a sweet mix of rewards.

The total rewards program is another important way we create an engaging workplace for you, define and acknowledge success, and give you ways to explore new avenues for your career.

## A Snapshot of Terracon's Total Reward Package

- » **Compensation** - includes competitive pay, bonuses, retirement savings, recognition spot bonuses, and reimbursement of tuition and certifications.
- » **Benefits** - includes health and prescription coverage, life and disability, well-being programs, paid time off and holidays, employee discounts, and voluntary benefits including pet insurance and student loan refinancing.
- » **Recognition** - includes performance recognition awards, service recognition awards, awards for professional papers and articles, safety incentive awards, and Terracon excellence awards.
- » **Training and Development** - includes online learning through Terracon University, regular feedback and coaching through Terracon's leadership and career development focus.





And ultimately, you get to work with intelligent, down-to-earth people who like the company they keep



Like what you see? Let us know so we can get better acquainted and show you how to continue your journey with you.

Discover more at:

[careers.terracon.com](https://careers.terracon.com)

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Terracon is an EEO employer.