



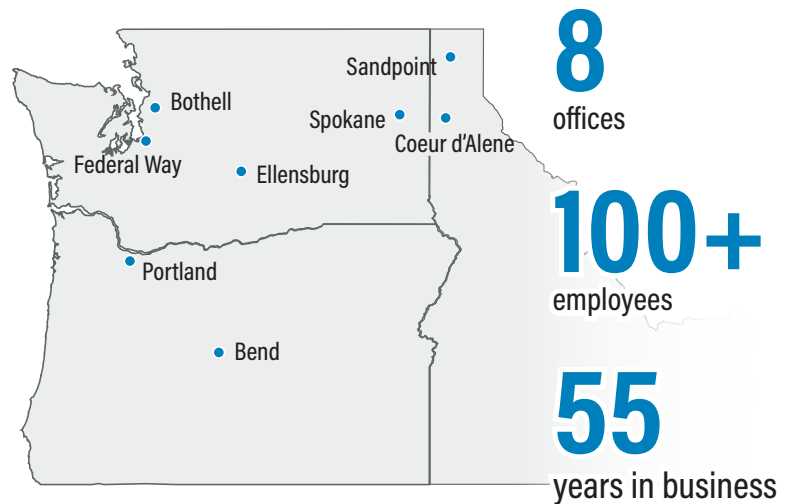
Your Career at Century West Engineering Corporation

June 2024

WHAT WE DO

About Century West

Century West Engineering Corporation (Century West) is a civil engineering and planning company focused on improving the communities we serve. We are successful because we work with clients and staff who share our values of providing caring, creative, and collaborative public infrastructure design solutions. Century West was founded in Bend, Oregon, in 1969 and has grown to offer aviation, transportation, water, wastewater, stormwater, recreational facilities, and electrical services from eight offices in Oregon, Washington, and Idaho. Our 100+ engineers, planners, and professional support staff understand that trust and quality are the foundation for building successful long-term relationships with clients, teaming partners, stakeholders, and the public.



Services We Offer



Airport Environmental



On-Call Consulting



Aviation Planning



Transportation



Commercial Airports



Stormwater



General Aviation



Water



Electrical Engineering



Wastewater

WHO WE ARE

The Century West Story

Public infrastructure is aging at a rate faster than it is being replaced, and new and stricter regulations are requiring extensive system upgrades. Infrastructure funding is becoming available but not at a level to keep pace with inflation. Engineers are retiring at rates faster than new graduates are entering the market. Coupled with a strong market, there is heightened competition for staffing resources. By building long-term relationships founded on quality and trust, Century West is dedicated to the sustained improvement of our clients' civil infrastructure. This allows our clients to focus their attention on the broad strategies that allow their communities to flourish while encouraging our staff to pursue enriching and satisfying careers.

Theme

Providing caring, creative, and collaborative public infrastructure improvement solutions.

Our Values



Caring

We are reliable, responsive, and invested in the relationships we have with our employees, clients, and communities.



Creative

We approach situations with fresh eyes and push the bounds of what is possible.



Collaborative

We act as one team working together to support the career goals of our employees, the project goals of our clients, and the financial goals of our company.

Critical Actions



Listen and Engage

Commit to responsiveness. Collaborate internally and externally. Understand what success looks like to our clients.



Take Action

Be assertive. Be continually learning. Be part of the solution.



Deliver Your Best

Take ownership. Invest in creative, quality work products. Be confident in what you produce.

Mission

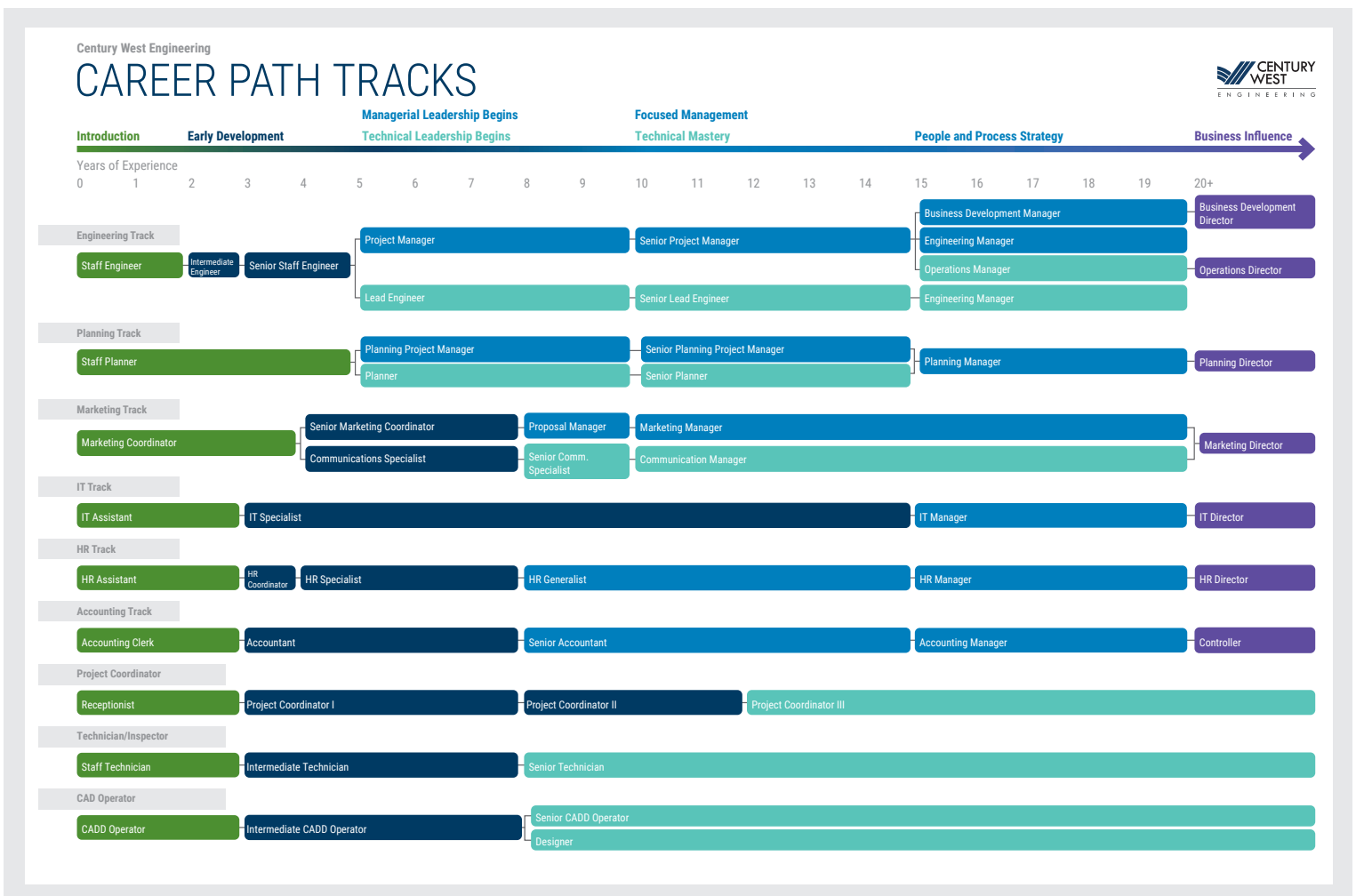


Design | Community | Solutions

INVESTING IN YOU

Career Paths at Century West

We are committed to working with our employees from the first day they arrive at Century West to create a customized path for personal and professional growth. Your supervisor will help you identify your current strengths and create a plan to get where you want to be. For engineers and planners, we have defined paths to pursue leadership roles for those who prefer to pursue technical mastery as well as those who aspire to become project managers. We also encourage staff to move between teams to find their best fit and have seen many coordinators and technicians develop skills that have changed their trajectory.



INVESTING IN YOU

Mentorship Program

Century West's mentorship program connects our employees, encouraging us to learn from each other, share experiences, and develop technical and career skills. By pairing experienced mentors with mentees, the program fosters collaboration and support within Century West, while helping mentees achieve their personal and professional goals. Through regular meetings, mentors will provide guidance, feedback, and advice on various topics, such as project assignments, career development, and long-term goals. The program also encourages internal networking and exposure to different perspectives, which can be beneficial for both the mentor and mentee.

Employee Training Program

Our training program offers employees both internal and external training opportunities in the areas of:

- Civil 3D Skill Development
- Technical Knowledge
- Project Management
- Supervisor Responsibility
- Human Resources
- Executive Leadership
- Information Technology
- Business Development & Marketing

The goals of this program are to:

1. Prioritize opportunities for professional development in support of career advancement
2. Standardize our business practices and communicate them to employees to ensure they have the skills and knowledge needed to successfully perform their jobs
3. Ensure the company is compliant with current employment laws and best practices

Professional Development

Professional Organizations. Outside of our formal training program, Century West encourages active participation in technical and professional societies and pays for annual membership dues, as well as event and conference attendance, upon supervisor approval. Professional organizations offer employees opportunities for networking, leadership and soft skill development, education, and resources.

Licensing & Certification Support. Century West will reimburse employees for fees associated with obtaining and maintaining licenses and credentials that are essential to moving forward with an employee's career. This includes but is not limited to Professional Engineer registrations, construction inspection certifications, and others. Expenses must be reviewed and approved by the employee's supervisor before they are incurred.

Education Assistance. Regular, full-time employees in good standing with at least six months of continuous service may be eligible for education assistance pending management approval. Educational assistance is provided for courses offered by approved institutions of learning such as accredited colleges, universities, and trade schools. Courses must be deemed directly or reasonably related to the employee's current job or in line with a position the employee may reasonably achieve.

BENEFITS

Note: The following is a summary of benefits for regular, full-time employees. For a full description of benefits including those for part-time or temporary employees, please contact Human Resources.

Vacation

Vacation is accrued on a bi-weekly basis beginning on the employee's date of hire. New employees are credited two-thirds of their experience spent with previous employers at the time of hire. The rate of vacation accrual will vary depending on years of service as described below:

Months of Service	Days Earned
0 – 59 months	10 days
60 – 119 months	15 days
120 – 239 months	20 days
240+ months	25 days

Sick Leave

Sick time is accrued at a rate of one-and-one-third (1 1/3) hours per 40 hours worked. Generally, full-time employees who work 40 hours per week accrue approximately eight days of sick time during the anniversary year.

Retirement Plan

Century West offers a 401(k) retirement savings plan to provide employees with the potential for future financial security in retirement. Employees over 21 may join the 401(k) program the first of the month following their date of hire. Employees may contribute tax-deferred savings to the 401(k) up to the limits determined by the Internal Revenue Service. **Century West contributes a matching amount of 50% of each dollar contribution by the employee up to an employee contribution of 6% per year.** Century West partners with Preisz Financial who offers annual opportunities for one-on-one consultation to navigate retirement plan options.

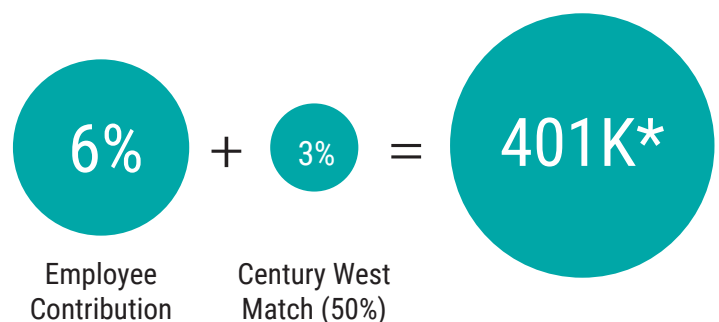
Paid Holidays

Century West provides eight paid holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Other Paid Leave

Century West offers paid leave for bereavement and jury duty. We also adhere to state and federal policies for family and medical leave.



*Employees are immediately vested in all personal contributions. Century West's contributions are subject to a vesting period of 20% per year of service up to fully vested at five years of service.

BENEFITS

Note: The following is a summary of benefits for regular, full-time employees. For a full description of benefits including those for part-time or temporary employees, please contact Human Resources.

Medical Insurance

Century West offers four medical insurance plans through Pacific Source. The per-pay-period costs for the period of June 1, 2024 through May 31, 2025 are shown in the table below:

Employee Cost Per Pay Period	Navigator \$3,200 HSA	Navigator \$1000 PPO	Navigator \$500 PPO	Voyager \$2,500 PPO
Employee Only	\$0.00	\$0.00	\$29.68	\$16.45
Employee & Spouse/ Domestic Partner	\$445.77	\$552.89	\$621.15	\$590.74
Employee & Children	\$288.04	\$357.25	\$411.86	\$387.53
Employee & Family	\$658.37	\$816.58	\$903.24	\$864.63

Should employees opt for the option that includes a Health Savings Account (HSA), Century West will contribute approximately \$82.41 per pay period to the employee's HSA. For PPO plans, employees will have access to a Medical Flexible Spending Account (FSA). All employees are eligible to contribute to a Dependent Care FSA that provides pre-tax funding of dependent care (daycare) expenses.

Dental & Vision Insurance

Century West provides dental and vision insurance through MetLife (vision uses the VSP network). Employee coverage is paid in full by Century West and cost for additional family members for the period of June 1, 2024 to May 31, 2025 are as shown:

Employee Cost Per Pay Period	Dental	Vision
Employee Only	\$0.00	\$0.00
Employee & Spouse/ Domestic Partner	\$24.52	\$4.07
Employee & Children	\$30.38	\$2.82
Employee & Family	\$60.52	\$7.29

Benefits Partner

Century West works with Alera Group to obtain the most cost effective and comprehensive benefits available to a company of our size and financial position. Alera Group provides annual presentations on benefits offerings and changes, and their staff are available to Century West employees year-round to assist employees in understanding and accessing benefits.

BENEFITS

Note: The following is a summary of benefits for regular, full-time employees. For a full description of benefits including those for part-time or temporary employees, please contact Human Resources.

Company-Paid Additional Coverages

The following is a list of additional coverages paid in full by Century West:

- Life Insurance up to three-times the employees base pay to a maximum of \$400,000
- Short-term Disability Insurance
- Long-term Disability Insurance

Optional Coverages

Employees may opt into and pay premiums directly from their paycheck for the following coverage options:

- Voluntary Life Insurance
- Voluntary Accident
- Voluntary Hospital Indemnity
- Voluntary Critical Illness
- Pet Insurance

Employee Assistance Program

Century West offers an Employee Assistance Program (EAP) at no cost to the employee. The EAP is a professional, confidential, counseling and referral program intended to help employees and family members deal privately and effectively with any type of concern. Each family member receives up to five counseling sessions per issue and, in some cases, referral and concierge services.

Contact

Century West Engineering

JENNY FOSTER

HR Manager

P : 971.288.5600

E : jfoster@centurywest.com