



COMPANY BENEFITS

ABOUT

P.W. GROSSER CONSULTING

P.W. Grosser Consulting (PWGC) was founded in 1990 by Executive Chairman Paul Grosser, PhD, PE, PG, a thought leader who recognized the need for a multi-disciplined engineering and environmental consulting firm that offered a diverse range of services to meet market demand regionally and nationally. Based in Bohemia, NY, PWGC has offices in Manhattan, Syracuse, Saratoga Springs, NY, Shelton, CT and Seattle, WA.

We have built an industry-recognized reputation for innovative problem solving and providing quality services to municipal, institutional and private sector clients. Since its inception, PWGC has provided cost-effective and timely services that result in practical and economical solutions for its clients.

PWGC has grown from a handful of staff to where we are now. Professionals include recognized experts in the analysis, design and application of environmental engineering. PWGC understands its strength lies with its licensed professional engineers, geologists and hydrogeologists, LEED accredited professionals and environmental compliance specialists, which gives PWGC a wealth of experience with an array of environmental engineering applications that include the following:

- Remediation/Hydrogeology
- Environmental Compliance & Management
- Wastewater & Water Supply
- Civil/Site Engineering
- Energy/Sustainability Solutions
- Geographical Information Systems
- Expert Counseling/Client Representation
- Water Supply/Wastewater (Systems, Planning, Design)
- Civil/Site Design
- Environmental Assessment & Source Evaluation
- Groundwater and Hydrogeological Investigations
- Environmental Compliance
- Groundwater, Soil and Air Sampling/Monitoring
- Drainage Planning, Grading and Design
- Solid Waste Management
- Construction Planning & Management, QA/QC
- Regulatory Compliance Reporting
- Land Use Study and Planning

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MISSION STATEMENT

PWGC provides client driven solutions for challenging environmental engineering projects for the public and private sectors. We work closely with our clients to develop practical approaches to meet their goals and to ensure a resilient and sustainable future.

VISION STATEMENT

To be a leading provider of environmental solutions for a sustainable future.

CORE VALUES

Live and Work Ethically

- Protection of public health and safety.
- Abide by the Professional Engineers and Geologists code of ethics.
- Mutual respect for business associates and customers.
- Transparent in all internal and external transactions.

Be Adaptable

- Always evolving to the changing market place and needs of clients.
- Mindful to lifestyles, family demands and compensation needs of employees.
- Continually expanding our services and geographical reach to stay viable in the market place and provide growth opportunities for staff.

Always Client Driven

- Understand clients' needs and exceed their expectations.
- Provide clients with the best value in the market place.
- Responsive to clients promptly, thoughtfully and accurately.
- Focused on what we can do for clients, rather than what we cannot.

Employee Owned Team

- We are a TEAM and recognize the best efforts of each individual's help to benefit the entire TEAM.
- As an ESOP firm, every employee has a stake in the success and growth of the organization.
- Firm growth is essential to providing career paths for everyone and increasing shareholder value.

COMPANY BENEFITS OVERVIEW



Healthcare



Employee Stock
Ownership Plan (ESOP)



Medical, Dependent Care
& Transit Benefit Flexible
Spending Accounts



Retirement Savings



Paid Time Off



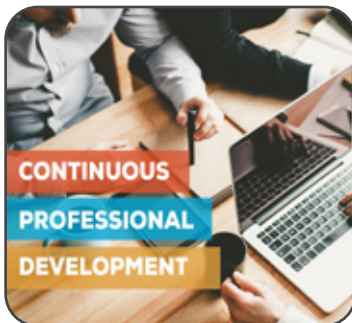
Employer Assisted
Housing Program



Referral Program



Additional Voluntary
Benefits



Professional
Development



Employee Assistance
Program



Just Because



PWGC Gives Back



For The Foodies

HEALTHCARE

Our competitive healthcare plan includes medical, Rx, and dental, as well as some voluntary employee-paid benefits. You'll enjoy no out-of-pocket premium cost for your individual, employee/spouse, employee/child or family medical insurance coverage, which is conveniently effective the first day of employment. As part of our medical benefits, employees enjoy a gym reimbursement of \$200 every six months for themselves and \$100 every six months for spouses. Our plan also includes a generous employer contribution to employees' Health Reimbursement Accounts to defray costs of deductibles and other health-related items. [This is in addition to the voluntary employee contributed Flexible Spending Account.]

We provide Life/AD&D Insurance to all team members at no cost. We also offer team members the option to expand their life insurance to better provide for their personal financial needs.



EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

Our ESOP enables every PWGC staff member to truly own and personally contribute to our firm's success. The ESOP makes us all co-owners and provides each employee a supplemental tax-free retirement account that grows as you grow with us. The longer you're an employee, the more money you accumulate since a pre-determined percentage of the firm's profits are deposited into your account based on your salary.

The ESOP is managed by a Third-Party Administrator in conjunction with our Employee ESOP Committee.



MEDICAL, DEPENDENT CARE & TRANSIT BENEFIT FLEXIBLE SPENDING ACCOUNTS

To help minimize the expenses of caring for dependents, PWGC team members can make tax-free contributions for dependent care (which includes summer camp for children under a certain age). They can also contribute to the medical FSA and Transit FSA in the same pre-tax manner. The medical FSA covers costs you incur not covered by our health plan and the transit FSA enables you to contribute pre-and post-tax money for commuting expenses. All the FSAs are governed by US IRS rules.



RETIREMENT SAVINGS

At PWGC, we'll help you plan for retirement. Team members participate in our company 401(k). Our 401(k) plan is unique, in that there is with no waiting period on vesting — so you are immediately 100% vested.



PAID TIME OFF

PWGC recognizes that our greatest asset is our people and we want to ensure that they enjoy a comfortable work-life balance. We encourage our team members to make use of their PTO to rest, relax and spend time with family and friends. Therefore, PWGC you'll enjoy our generous time-off policies, including PTO and paid holidays.

Relax, refresh and recharge on us!



EMPLOYER ASSISTED HOUSING PROGRAM

PWGC is an approved partner with Suffolk County and the Long Island Housing Partnership (LIHP), which assists technical team members in buying a home on Long Island by providing down-payment and rehabilitation assistance.

Specific rules apply and are re-issued annually by the LIHP.



REFERRAL PROGRAM

PWGC knows that our most reliable source of candidates to fill our open positions comes from our own employees, which is why we have a generous Employee Referral Program. In 2020 we revised that program to introduce and Family & Friends benefit. Now if employees or their families/friends have referrals – and we hire – they are eligible for a monetary reward.

Check out open positions at www.pwgrossser.com/careers!



ADDITIONAL VOLUNTARY BENEFITS

We offer additional Short-Term Disability Insurance, as well as a variety of Aflac insurance products, accident insurance for the well-being of your family. We also have a 529 College Savings Plan to ensure that the money is there for your dependents when they are ready to pursue higher education. Legal services are also available as well as a robust Vision plan.



PROFESSIONAL DEVELOPMENT

- Employer Paid Professional Licenses Exam and Certification
 - Cost of the first test is on PWGC. If you do not pass on the first try, the cost of the next test is on you. You also receive a paid day off from the firm to take the test that is not subtracted from your PTO balance.
- Employer Paid External Professional Development
 - We want to ensure that our staff continues to learn and remain on the cutting edge of their chosen profession. Your personal and professional development is encouraged and supported by the firm.
- Employer Paid Professional Organization Dues
 - We pay your annual dues - but encourage the staff to become socially active in the organization by networking and aspiring to become board members.
- Tuition Reimbursement (up to 80% based on grade)
 - If your further education is essential to the success of the firm, we've got you covered.
- Young Professionals Leadership Development Group
 - Implemented in 2020, this group's members change annually. The members are charged with brainstorming improvements in processes and procedures to present to the Executive Team for potential implementation. The members are being shaped to become the firm's future leaders.
- Internal Lunch & Learn (L&L) Lead by Colleagues and Vendor L&L led by Business Partners
 - Scheduled monthly L&L's are another forum to keep our staff informed, engaged and learning.



EMPLOYEE ASSISTANCE PROGRAM (EAP)

EAP is a benefit offering resources and solutions for the problems you encounter. Just as health insurance addresses your physical health, your EAP benefits help with your emotional and mental well-being. And your EAP benefits also include much more than just help for problems – we have a host of benefits and opportunities to help you grow professionally, save money, improve your health, and enhance your personal life! Some of the benefits, resources and opportunities EAP offers is:

- Counseling Benefits
- Work/Life Benefit
- Self-Help Resources
- Peak Performance Coaching
- Lifestyle Saving Benefit
- Personal Development and Training Benefits
- Wellness Benefits



JUST BECAUSE

- Holiday Gift Raffle/Giveaways
- High-End Logo Swag
- Company-Paid Cell Phone
- Summer and Holiday Parties for Employees with a Plus One
- Discount Ticket Program
- Ergonomic Work Desks
- Employer Provided Shirts and Protective Gear
- Reimbursement for Steel-Tipped Work Boots



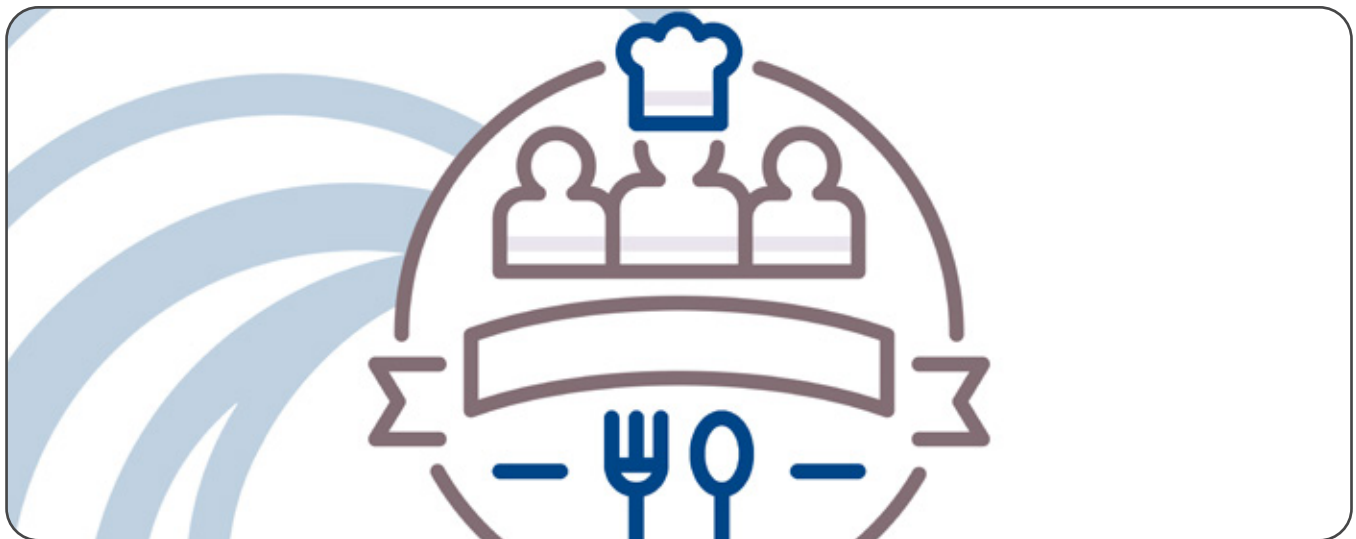
PWGC GIVES BACK

- Marcum Workplace Challenge Charity Run
- Thanksgiving Food Drive
- Holiday Children's Gift Drive
- Donations to Various Local Schools and Charities
- On-site Drilling Demo at Stony Brook University for Civil Engineering Students
- Participation on Various Professional Organization Boards



FOR THE FOODIES

- Monday Morning Bagels
 - A great way to start off the week! Our kitchen is stocked with favorite coffees, teas and other beverages as well.
- Thanksgiving Potluck
 - Over the years we've come to identify our best employee chefs and bakers! A special celebration to kick off the holiday season each year.





PWGC

CLIENT DRIVEN SOLUTIONS

Bohemia, NY | New York, NY | Saratoga Springs, NY | Syracuse, NY | Shelton, CT | Seattle, WA