

OWN YOUR *CAREER*...
AND YOUR *FUTURE*



Kleinschmidt

Providing Practical ***Solutions*** for Complex ***Problems***
Affecting Energy, Water and the Environment

Providing solutions to our
clients for more than

50⁺
yrs

Our staff averages
more than

10⁺
yrs
of service

and

22⁺
yrs
of hydro experience

WHO WE ARE

We are a mid-size, employee-owned environmental and engineering consulting firm where employees have a say in growing and shaping the company. Our people are passionate, engaged, and enjoy learning from one another while working on unique and creative projects to stay challenged.

Technical excellence is the heart of our continued success and we strongly support learning and continuous improvement to create professional growth and new opportunities for our employees. We also have a formal mentoring program to ensure that knowledge and experience are passed along to the next generation.

If you are looking to take ownership of your career and the opportunity to work on all aspects of large, complex projects while enjoying the benefits of working for a mid-size firm, we want to talk with you!

We enjoy a **relaxed, professional** atmosphere where employees consider each other family. Kleinschmidt is consistently recognized as a **Best Firms/ Best Places to Work**.



WHAT MAKES US DIFFERENT?

Creative, Unique Projects

We provide niche services that allow us to work on intensely creative and unique projects, while developing practical solutions that save our clients' money and minimize or enhance environmental impacts.

Employee-Owned

Our employees own Kleinschmidt. As owners, we invest wisely in our organization in ways that add long term value, such as bringing all employees together for company-wide retreats, investing in our formal career and leadership development programs, our continual investments in strategic growth geographies, and growing new service areas.

Control Your Own Destiny

Successful applicants will have the opportunity to work directly with our senior staff to perform meaningful work that focuses on solving client problems, while growing themselves, others, and achieving the firm's strategic objectives over the longer term. You control your destiny by doing good work, engaging in our Talent Management Program, and by focusing on a primary and secondary career track.

We also offer ample opportunity and relocation support for those who are interested in traveling and working in various locations throughout North America.



OUR CULTURE

Employees say that our **flexible work environment** is one of our most valuable benefits because it promotes work life balance. The clients’ needs are met and employees have the freedom to prioritize family needs with flexible work hours and working virtually.

“One of the things I like about working at Kleinschmidt the most is getting the opportunity to develop innovative solutions for our clients. I’m always getting the opportunity to work on something new and exciting across multiple disciplines. Work here is never boring.”

Kevin Nebiolo, Ph.D.
Senior Data Scientist

“I appreciate the approachability of senior management and their understanding of the hydropower industry. This understanding allows for productive conversations and creative approaches with input from every corner of the firm.”

Kim Hansen, P.E.,
Senior Consultant

Our employees are passionate about the environment and the communities where we live and work, and we support their efforts by engaging in philanthropic programs such as the Windstorm Challenge and a paid Volunteer Day.



OUR LOCATIONS

Our offices are in places you will be happy to call “home.” Our founder, Dr. R. Stevens Kleinschmidt, started our firm in Pittsfield, Maine, and this location remains our headquarters. Our offices range from larger, urban areas like Portland, Oregon to smaller, family oriented locations like Lexington, South Carolina; Fitchburg, Wisconsin; and Peterborough, Ontario.

As a result, most project teams include employees from a variety of locations, and we interact and collaborate every day.

10 office locations throughout the US & Canada

Maine - Corporate Office
Pittsfield, ME
207.487.3328

Connecticut
Essex, CT
860.767.5069

Pennsylvania
Strasburg, PA
717.687.7211

Southern Maine
Falmouth, ME
207.487.3328

Ontario, CN
Peterborough
905.706.5292

Alabama
Hoover, AL
205.588.4607

Oregon
Portland, OR
503.345.7956

South Carolina
Lexington, SC
803.462.5620

Wisconsin
Madison, WI
608.819.2682

Nova Scotia, CN
Dartmouth
902.708.1082

OUR TOTAL COMPENSATION PACKAGE

Benefits are an important part of our commitment to our employees. We offer a comprehensive benefits package that is designed to meet the needs of you and your family.

Reward and Recognition



When employees do well, Kleinschmidt does well and we generously share that success. We regularly reward the accomplishments and contributions of our employees through many program such as Employee to Employee Badges, Employee(s) of the Quarter; Talent Recognition, to celebrate service and outstanding performance. We also award annual bonuses for employee who make significant contributions to our success.

Health and Well-Being Benefits



Kleinschmidt's well-being package has coverage options to meet the needs of every employee, that includes Health with Health Savings Account options along with Life, AD&D, and Disability Insurance, Employee Assistance Program, and the world-class VirginPulse wellbeing program with the opportunity to improve your health and earn financial rewards.

EEOC. Kleinschmidt is an Equal Opportunity and Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender status, national origin, disability status, veteran status, and any other classification protected by law. Kleinschmidt participates in E-Verify.

401 (k) Retirement Savings Plan



Kleinschmidt's 401(k) plan provides bi-weekly employer matching contributions and discretionary annual contributions. Matching contributions are 100% vested immediately, and annual contributions are subject to a standard vesting schedule. Employees direct the investment of their deferrals on a pre-tax and/or post-tax basis among a full suite of investment options.

Education Benefits



Tuition Assistance up to \$5,250 per year for which you are immediately eligible upon course approval.



A man and a woman, both wearing white hard hats, safety harnesses, and work clothes, are standing on a metal walkway at a construction or industrial site. The man is on the left, wearing a dark jacket and yellow gloves, and the woman is on the right, wearing a light-colored jacket and safety glasses. They are both smiling at the camera. The background shows a concrete wall and some construction equipment.

Kleinschmidt

Take ownership of your career and your future.

kleinschmidtgroup.com/grow-with-us
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