

Our Culture Matters

We are an 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 together on unique and creative projects to stay challenged while constantly developing technical talent.

We enjoy a relaxed, professional atmosphere where employees feel that they matter. We are consistently recognized as a **Best Firm/Best Places to Work** and our team members say that our flexible work environment is one of our most **valuable** benefits because it promotes **work-life balance**. Clients' needs are met, and employees have the **freedom** to prioritize family needs with flexible work hours and the option to work remotely.



Best Team

"By focusing on what's best for Kleinschmidt, I've built a career here that is exciting, enjoyable, successful, and well-balanced. I am passionate about Project Management and being in a leadership position where I can work collaboratively with others and continually strive to deliver beyond expectations to our company, our teammates, and our clients."

- Jillian Davis, Project & Risk Management
Division Section Manager

Kleinschmidtgroup.com

We Provide Practical **Solutions** for Complex Renewable Energy, Water, and Environmental Projects!

Kleinschmidt

Use the QR code to learn more!



Contact Us:

Phone: 888-224-5942

Email: Info@KleinschmidtGroup.com



COME MAKE A DIFFERENCE WITH US!

Kleinschmidtgroup.com

You Matter

- 01.** We regularly reward the accomplishments and contributions of our employees through many programs such as Employee to Employee Badges and Employee(s) of the Quarter. We also award annual bonuses for employees who make significant contributions to our success.
- 02.** Kleinschmidt's well-being package has coverage options to meet the needs of every employee, including comprehensive Health, Dental, and Vision plans along with Life, AD&D, and Disability Insurance.
- 03.** 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.
- 04.** Tuition Assistance up to \$5,250 per year for which you are immediately eligible upon course approval.
- 05.** All employees have 10 paid holidays as 'floating' holidays (80 hours). What does this mean? The firm will no longer designate what holidays are observed as 'paid holidays' which means that full-time benefit eligible employees may observe any holiday they want whenever they want.

This is a partial listing of our benefits. Visit us on the web to learn more about complete compensation package.



DEI Matters

Empower Everyone.

In order to create a sustainable future for Kleinschmidt, we recognize the importance of equitable practices and inclusivity. We commit to fostering an environment where everyone can thrive and feel a sense of purpose in what they do. Our work matters, and you matter too.

We embrace the value of diversity when it comes to creating a strong community. With that in mind, we will nurture an inclusive culture where everyone feels empowered.



Best Team

"I grew up in a remote village of a country with plenty of Water Resource probabilities but spent all my school life under a kerosene lamp. I dreamed of becoming an engineer and working in the renewable energy sector. I found out that Kleinschmidt has a similar motive and plenty of knowledge gained by decades of experience to fulfill our dream."

- Rajendra Sapkota, Project Engineer

What We Do Matters

We excel in working at the intersection of regulatory requirements, environmental science, and hydro engineering solutions.



Hydropower Engineering



Dam Safety & Water Infrastructure Engineering



Licensing & Permitting



Environmental Services



Fisheries Engineering



Water Resource Engineering & Habitat Restoration



GIS, Statistics, & Modeling