



**Build Your Career With**







**"The training and support that BETA offers has really allowed me to excel in my field and grow with the company."**

**"Working at BETA has given me the opportunity to work on exciting projects that make a difference in my community."**



### **Improving Communities Together**

To us, it's more than a tagline. At BETA, we offer a broad range of planning, engineering and landscape architectural services. Our integrated approach to projects means that our team works together to provide smart solutions to our clients' needs.



### **A Career with BETA**

We are committed to future growth – and know that a key to that is creating an environment where our staff is happy and looks forward to growing with the company. At BETA, each employee is a vital team member. In fact, our Employee Stock Ownership Plan (ESOP) is a key component for engineering success together.

### **What's an ESOP?**

ESOPs are a type of benefit plan that allow employees to earn stock in the company, while also making each employee part owner of the company itself. Our philosophy is that when you own a part of the company, you have a vested interest in seeing it succeed.

Studies show that on average, employees participating in the main form of employee ownership have considerably more in retirement assets than comparable employees in non-ESOP firms.



## Work on projects that make a difference in our communities:

- Improve roadway, intersection, and sidewalk safety
- Maintain public health and safety through water and wastewater infrastructure improvements
- Identify and remediate harmful and emerging contaminants
- Enhance park and recreation space
- Protect and maintain important infrastructure assets with GIS-based solutions
- Prepare for the future with resilient and sustainable solutions
- And so much more!



## Benefits

BETA Group, Inc. is an AA/EOE employer and offers an exceptional compensation and benefits package including:

- Employee Stock Ownership Plan (ESOP)
- Medical, Dental, and Life Insurance
- Health & Dependent Care Flexible Spending Account
- Excellent 401(k) Plan
- Short-Term Disability
- Long-Term Disability
- Tuition Assistance
- Professional Development
- Paid Time Off Days and Holidays

## But it's not just the benefits that make BETA an exceptional place to work.

- We offer training and educational support.
- We support professional societies and associations.
- We donate to local charities and causes that are important to our employees.
- We enjoy annual events, such as barbecues, canoe races, cornhole tournaments, and holiday parties.
- We offer a Corporate Wellness Program.

# **Join our award-winning team with an exciting career in:**

Transportation & Traffic Engineering & Planning

Landscape Architecture

Urban Design/Planning

Water & Wastewater Engineering

Environmental Services

Civil/Site Engineering

Stormwater Management

GIS & Asset Management

Structural Engineering

Construction Services



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