



## A Clear Career Path

At SSOE, we believe in creating a clear path to building your career with us. This path encourages you to reach milestones throughout your career and grow to the next level in your work engagements and responsibilities. Although each person might take a slightly different path, SSOE's Career Progression Levels will help our superior leaders reach the top.

Throughout your career, you will be given the opportunity to work on different projects and receive training to deepen and extend your skills. Performance reviews and career development plans will help you understand how to reach the next Career Progression Level. Promotions are granted through SSOE's regular performance system.

We firmly believe that our workforce is the key to our success...and we hope to help you make it all the way to the top!



### Purpose

Our Career Progression Levels – and associated ownership opportunities – were developed to support our Company goals, as follows:

#### To support growth strategy

- Promote and reward growth (in revenue, profit, and value)
- Encourage reinvestment in SSOE
- Position the stock as attractive for acquisitions

#### To attract and retain superior leadership

- Provide broad ownership of SSOE
- Reflect individual level of contribution to SSOE
- Position the stock as attractive to our leadership
- Present clear guidelines for ownership

#### To promote long-term viability

- Maintain Company's ability to redeem shares
- Facilitate transfer of ownership within SSOE
- Promote objective review of external sale offers

## Locations

- Albany, OH
- Alliance, OH
- Atlanta, GA
- Birmingham, AL
- Chandler, AZ
- Cincinnati, OH
- Columbus, OH
- Hamburg, Germany
- Huntsville, AL
- Irvine, CA
- Kalamazoo, MI
- León, Mexico
- Lima, OH
- Midland, MI
- Monterrey, Mexico
- Mumbai, India
- Nashville, TN
- Omaha, NE
- Penang, Malaysia
- Portland, OR
- Raleigh-Durham, NC
- Santa Clara, CA
- St. Paul, MN
- Sao Paulo, Brazil
- Shanghai, China
- Singapore
- St. Paul, MN
- Toledo, OH
- Troy, MI
- Washington, DC

## About this Brochure

The positions in this Career Progression Level chart represent a substantial, but not all-inclusive list of classifications in the Company at the time of this publication. This brochure does not constitute an agreement of any kind. Other agreements such as employment agreements, stock purchase agreements, and non-solicitation agreements, will present additional details of these programs.

SSOE reserves the right to modify classifications or amend any part of the program at any time.

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How does career progression work at SSOE?



# Growing your career at SSOE

World-class people, delivering world-class projects for world-class clients.

We are the Global Project Delivery company that others aspire to imitate:

- Safety-always culture.
- Continuous efficiency improvements / innovation.
- Prominence in our markets.
- Career growth opportunities.
- Employee prosperity.
- Diversity of thought.
- Growth in strategic areas.
- Selectivity with flexibility.
- Adding the greatest client value and environmental sustainability.



