



ROUX ASSOCIATES, INC.

*Environmental Consulting
& Management*



ROUX WHO?

Roux Associates is a privately held environmental management and consulting firm with over 300 professionals and offices located in California, Illinois, Massachusetts, New Jersey, Texas, and our headquarters based on Long Island, New York.

We make a difference here at Roux Associates. We solve our clients' most challenging environmental problems associated with air, water, and land, from interior pollution, to hazardous materials and toxic waste treatment and disposal. Our services include environmental site assessment, remediation and compliance, litigation, economic analysis, and insurance technical support, as well as a renowned wetlands practice.

We have a true understanding of our clients' needs, and provide them with responsive project management and focused technical expertise. Innovation, hard work, and creativity are fueling forces that help us achieve our goals.

YOU AND ROUX

It is important to find a job that we can look forward to every day, find reward in, and ultimately feel good about ourselves. Sometimes it can be hard to pinpoint which company and which career will help these goals become a reality.

If you are a recent graduate who has worked hard to earn your degree, who is looking for a company with the resources and interest to invest in your career, you will find the environment at Roux to be welcoming, challenging, and very rewarding—a place where your talents and skills can thrive.

We will always make room for and welcome talented and motivated engineers, scientists, and support personnel with backgrounds in earth sciences, as well as civil, chemical, and environmental engineering. We love to recruit people with passion.



THE INSIDE SCOOP

We interviewed Roux employees to get the inside scoop on their opinions about joining Roux and their experience thus far:

"Roux provides the opportunity to grow and gain new skills in a variety of contexts, from groundwater sampling in Brooklyn, to insurance and litigation in Chicago. Each project is different and challenges you to think on your feet."

– Rebecca Lowy, Staff Assistant Geologist
Hired 2016

"The projects we work on are never cookie-cutter. They always present unique challenges that keep even our veteran employees on their toes. It's refreshing to know that thirty years down the road in my career, I will still be learning new things every day."

– Rachel Henke, Staff Scientist
Hired 2014

"At Roux, each day is more interesting than the last. There are always new projects rolling in, and you get to work with pretty much everyone. There is no divide between the staff and the executives—you truly get that close-knit feel of a small firm, and that extends well beyond the office."

– Crystal Stowell, Staff Engineer
Hired 2015

"Roux works on a variety of projects for many different clients. This helps you gain valuable work experience. Every day is something different; one day you can be out in the field sampling, and the next day you can be in the office analyzing data. Roux is a great company for a career."

– Ron Lombino, Project Geologist
Hired 2012

"I really enjoy the technical work. You can see the end result of your work, as well as the big picture, which leaves you feeling satisfied."

– Laura Jensen, Project Hydrogeologist
Hired 2013

"Roux provides a collaborative environment where you can work with experts in the field on unique and challenging projects. Roux also gives you the opportunity to advance and grow in your career. They put a strong focus on developing leaders."

– Karah Conklin, Project Engineer
Hired 2011

"We have highly experienced and smart people working in a wide range of fields. At Roux, you are able to grow and work your way from entry level to the top. People want to stay and continue working here."

– Michael Ritorto, Principal Hydrogeologist
Hired 2008

"The best part about Roux Associates is its cooperative nature. We are a mid-sized company with a family feel. Starting as a Staff Hydrogeologist, to becoming a Project Hydrogeologist, and now a Principal Hydrogeologist, I am still challenged and continue to grow as a consultant."

– Christopher Proce, Principal Hydrogeologist
Hired 2002



YOUR GROWTH AT ROUX

It is in everyone's best interest for our employees to develop their skills and advance professionally as quickly as possible. We prefer to hire at the entry level and then fill our senior positions by promoting from within. Continuous education, self-improvement, and professional licensing help make this possible.

Roux offers many opportunities to help in your professional development:

- In-house seminars/training
- Vendor presentations
- Safety training
- E-learning classes
- Webinars
- External training programs
- Professional certification sponsorship
- Career-based organization participation
- Attendance and presentations at professional conferences
- Preparation and publication of professional papers

The doors of our senior managers are always open, and everyone's ideas are welcome. Roux provides an employee mentoring program where senior managers and junior employees meet in a casual one-on-one setting to discuss the management and financial aspects of the firm and the industry. There is opportunity for individual ownership of a position with personal responsibility, accountability, and reward.



BENEFITS AT ROUX

Roux employees are highly valued. We compensate based on experience, expertise, and performance, with both competitive base salaries and discretionary bonuses.

Our benefits package offers stability and income preservation through life's most challenging times. Employees can choose the coverage that best fits their individual needs.

Health and Welfare

- Medical coverage for employees and eligible dependents
- Dental coverage for employees and eligible dependents
- Vision Care coverage for employees and eligible dependents
- Flexible Spending Accounts
- Company Paid:
 - Life Insurance
 - Accidental Death
 - Short-term Disability
 - Long-term Disability
- Supplemental Life Insurance for employees and eligible dependents
- Parental Leave Program
- Business Travel Insurance
- Employee Assistance Program
- Commuter Benefit Program
- Healthy Living Committee



Financial

- Retirement Savings 401(k) Plan with generous company match
- Pre-tax investment options available
- Post-tax (Roth) investment options available

Paid Time Off

- Eight Holidays
- Three Floating Personal Holidays
- Generous vacation allotments after six months of service

Enrichment

- Professional Registration Fee Reimbursement
- Recognition Awards
- Social and Community Service Events
- Formal and Informal Mentoring Opportunities
- Ongoing Educational Opportunities*

* Employees are encouraged to pursue relevant advanced degrees



ROUX GIVES BACK

Here at Roux, we encourage involvement in volunteer and charitable activities both locally and internationally. Our Corporate Social Responsibility (CSR) program directs financial donations and volunteer activities to established charities aligned with the goals of bettering the community and conserving natural resources. Over the last five years, Roux has donated hundreds of thousands of dollars and hundreds of hours of volunteer time to charitable causes, such as St. Jude Children's Research Hospital, the American Diabetes Association, Pure Earth, Habitat for Humanity, and many more.



If you are passionate about the environment, and would like to use your knowledge and skills in helping us solve our clients' most challenging environmental problems, please contact us. We would love to hear from you.

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We Solve Our Clients' Most Challenging Environmental Problems

www.rouxinc.com/careers

