

ROUX



THE INSIDE SCOOP

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

"My internship with Roux was a great way to test the waters of environmental consulting and confirm that this is the right career path for me. I learned a wide array of technical skills from various projects and was eager to begin my career after finishing my master's degree."

– Victoria, Staff Geologist
Interned June – December 2017, Hired 2018

"Roux offers an exciting work experience, preparing employees to take part in hands-on experience as soon as you start. Within my first year here I worked on engineering and insurance projects in both New York and California, which gave me a better understanding of Roux's wide scope of work."

– Nick, Staff Engineer
Hired 2016

"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, Project Engineer
Hired 2015

"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, Project Scientist
Hired 2014

"At Roux I've been able to grow in many aspects of my career. I've developed a deep technical knowledge base in a wide variety of practice areas, and have been given the opportunity to manage large projects and work toward developing my own clients. I appreciate that Roux granted me the opportunity to grow professionally on so many different levels."

– Laura, Senior Hydrogeologist
Hired 2013

"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, Project Geologist
Hired 2012

"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, Principal Hydrogeologist
Hired 2008

"The best part about Roux 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, Vice President/Principal Hydrogeologist
Hired 2002



ROUX WHO?

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

We make a difference here at Roux. 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.



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



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
- Sick Leave
- Generous vacation allotments

Enrichment

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



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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Roux is an environmental consulting practice that operates worldwide through separate legal entities including Roux Associates, Inc.; Roux Environmental Engineering and Geology, D.P.C.; and Remedial Engineering, P.C.

www.rouxinc.com/careers

