



# Building Better Careers





# Check Us Out

There are several ways to learn more about our company and current openings.

## SOCIAL MEDIA



CONTACT US  
AT M-M.NET





# Building Better Careers

**L**ike many organizations, we're proud of our company and will take any opportunity to talk about Morrison-Maierle. We think this is a great place to work, and with a little more information, we hope you'll agree.

Let's be honest: There are many ways to grow your career. But, as a collaborative, employee-owned company of engineers, designers, planners, surveyors, and scientists, we think we do things a little better. We build things. We solve real problems. We create better communities.

We hope you'll discover that Morrison-Maierle is the place to go when you're ready to build your career.

## HERE'S A LITTLE ABOUT US:

### Opportunities to Grow

We are 350+ full-time employee-owners with multiple capabilities in diverse markets and geographic areas. This unique combination opens doors for professional and personal growth. We'll introduce you to some of our employee-owners who came to Morrison-Maierle in one capacity and grew into another role.

### Real-World Experience and Experienced Mentors

When you work with us, you can confidently say you'll gain real-world experience. Our mentorship programs allow mid- and senior-level staff to lead and develop the next generation of professionals.

### Invested in Employee-Ownership

When you own something, you care for it differently. We know that from being a 100% employee-owned firm. At Morrison-Maierle, we accept and celebrate the responsibilities and privileges of ownership. And as a new team member, you'll become an owner on your first day of work.

### Flexible Team Approach

We work collaboratively across 12 offices located in some of the most desirable communities in Montana, Oregon, Washington, and Wyoming. And we're flexible when it comes to where you work too. Some days, you may be sitting in the office, while others, you might work over video from your home or the job site.

We invite you to learn about our people, career paths, Total Rewards philosophy, and more. We hope you'll agree that we've got a great company with great opportunities.







RENDEZVOUS  
DINING PAVILION

Montana State University  
Rendezvous Dining Pavilion  
BOZEMAN, MONTANA



# Welcome

Morrison-Maierle is a 100% employee-owned, professional services consulting firm comprised of innovative engineers, designers, surveyors, planners, and others committed to using science and technology to create solutions that build better communities. We center our approach on our core values of integrity, commitment, respect, and excellence.

Since 1945, job seekers and clients have chosen us for our allegiance to quality, commitment to innovation, dedication to collaboration, and focus on client service and successful project delivery.

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# Make Your Mark

**W**hen you choose to work for Morrison-Maierle, you will embark on a career-defining journey in a beautiful location—one that will expose you to incredible people, projects, and places.

We will be firmly committed to your professional development and career success. Whether you're a new graduate or a professional with years of experience, working at Morrison-Maierle offers flexible work environments and resources to advance your career to the next level.

## **Apply Your Education and Experience**

You've worked hard to gain the education and experience you have. Now come to a place where it's valued, where you can apply your knowledge and skills. We take great pride in putting people in positions where they can best use their education to pursue their professional goals while creating solutions that build better communities.

## **Many Ways to Grow and Advance as a Professional**

We have developed strategic paths—what we call career lattices—to help our employee-owners become the professionals they want to be. Career lattices recognize that there are multiple paths to building a fulfilling career. Whether you want to follow a technical, business development, leadership—or a combination of these career tracks—we provide the training and work opportunities you need to meet your goals.

## **Opportunities for Training and Professional Development**

We provide individualized and group training so you can continue growing and developing as a professional. In addition, we encourage all employee-owners to set personal and professional goals each year to help them become fulfilled personally and professionally.







### Learn from Each Other

Our teams of engineers, planners, surveyors, and scientists range from recent graduates to seasoned professionals. At Morrison-Maierle, you will work with your colleagues in our “team first” approach. Our teams are recognized in the AEC industry for top-notch client service, and they accomplish this together, no matter the office or market group.

### Grow as a Leader

Management and leadership opportunities are available at Morrison-Maierle. If leadership is part of your career path, we will provide the training and experience you need to shape and lead the next generation of consulting professionals.



*A one company mindset, it's about everyone working together no matter what role, what department—it gets people collaborating.*



**Katelyn Lollar**  
CAD DESIGNER



**Confederated Salish-Kootenai Tribes Jocko Area**  
**Canal Conversion Wetland Delineation and Natural Resources Survey**  
ARLEE, MONTANA





# Our Beginnings

**M**ore than 80 years ago, John Morrison, Sr., and Joe Maierle founded this company with a firm commitment to providing engineering solutions that make communities better places to live and work. And they did that by doing the right thing, keeping their word, valuing people, and always doing their best.

To this day, we still follow John and Joe's commitment to quality, integrity, and innovation.



**John Morrison, Sr., left, and Joe Maierle**  
HELENA, MONTANA



*Building Better Communities isn't just Morrison-Maierle's tagline; it's what we do every day. I love working with our clients to create solutions for their communities' challenges, and I feel grateful to be a part of the problem-solving process from start to finish.*



**Jill Cook**

VICE PRESIDENT  
AND BILLINGS  
OPERATIONS  
MANAGER

# What We Do

We are collaborative problem solvers and have organized ourselves to meet client needs efficiently. Most of our projects require a wide range of capabilities, so our engineers, planners, surveyors, and scientists work together by focusing on each project's unique needs.

Our approach also allows our employee-owners to work across different market groups to gain additional experience and exposure not seen in larger firms. And yet, Morrison-Maierle is large enough that our range

of capabilities and the industries we serve provides our teams with a broad range of projects regardless of their experience and skill level.

Collaboration is one of the big reasons why clients choose to work with us. We share project files, office space, and technology to make project workflows efficient and effective. Conversations are quicker and easier because we can count on our entire team's skills, strengths, and background experiences.



**I-90 East Belgrade Interchange**  
BELGRADE, MONTANA



# Our Market Groups

From an internal perspective, depending on your education, licensure, and area of expertise, you may work within any of our eight market groups.

**Airports** We perform various airside and landside improvements at airport locations throughout the West.

**Buildings** Our multi-disciplinary buildings group provides structural, mechanical, electrical, plumbing, site civil, fire protection, and information communication technology capabilities for building projects across several industries.

**Development** Our land development team has the experience, regulatory proficiency, relationships, and history of success necessary to guide our clients through a wide variety of projects.

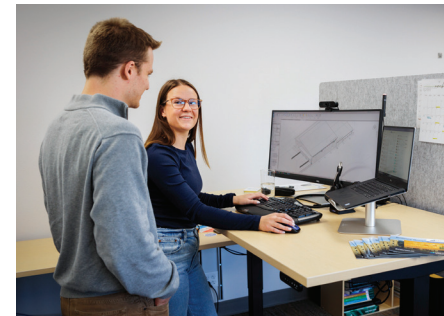
**Industrial** Mining companies, energy co-ops, and utilities rely on our team of specialists for assistance with site operations, process engineering, energy development and distribution, and more.

**Natural Resources** We provide environmental engineering for a diverse client and project base, including dam engineering, environmental permitting and compliance, irrigation and agriculture support, floodplain analysis, and hazard mitigation and remediation.

**Survey** Our surveyors use modern technology and tools to assist all market groups by providing services, including boundary, control, topo, hydrographic, and hydraulic studies.

**Transportation** We facilitate, design, and deliver community mobility systems, including industry-leading bridges and roadways.

**Water-Wastewater** We provide design and engineering for all community water needs, including supply, distribution, management, and sanitation.



*I feel that Morrison-Maierle, at this point, is very well recognized and well respected for what we bring, from our entry-level people all the way up to our senior people."*



**Terry Jiracek**  
CAD DESIGNER



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*Morrison-Maierle invests in its people, and in return, our people are engaged and committed to the firm's success.*



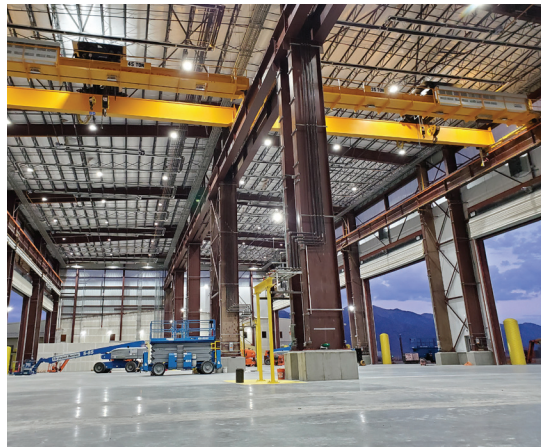
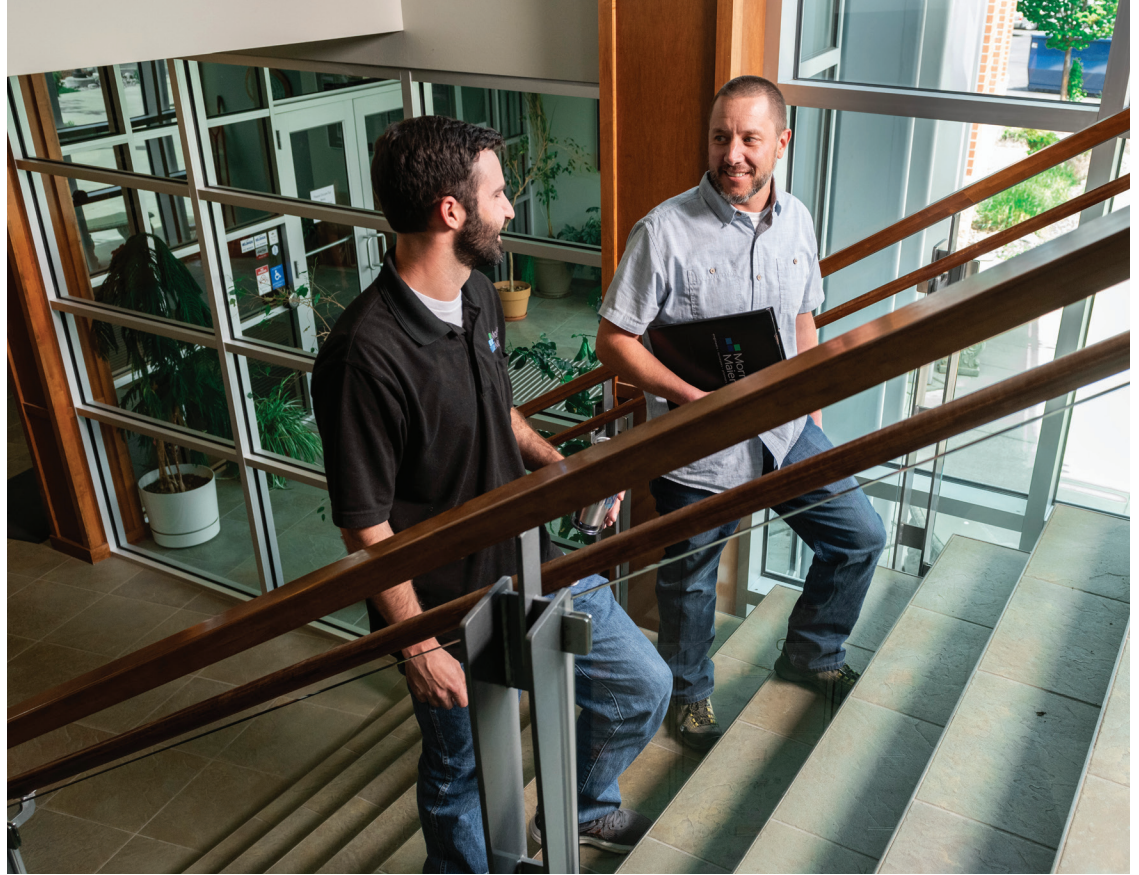
**Kurt Keith**

SENIOR VICE PRESIDENT  
AND CHIEF CLIENT  
SERVICES OFFICER



**Teton Bathymetric Survey**  
TETON AND CHOUTEAU COUNTIES, MONTANA





**Round Mountain Mine Truck Shop**  
ROUND MOUNTAIN, NEVADA

**The Lakes at Valley West Subdivision**  
BOZEMAN, MONTANA



# Where We Work

There's no doubt about it: we live and work in some of the most beautiful places in the United States. And this is one of the major attractions for our employee-owners. Our offices are located in urban centers with outstanding school systems, universities, arts, cultural events, and activities that are just steps away from the great outdoors.

Many of our employee-owners have moved from one Morrison-Maierle location to another and enjoy flexible, hybrid work environments. Our "one-company" mindset allows us to collaborate, regardless of whether you're working at home, in the office, or from the field.







“

*I'm proud to work at Morrison-Maierle both for what we do and the positive impact we have in our communities. Knowing that we're making a tangible difference in the lives of our families, colleagues, and neighbors is what makes this job so fulfilling.*



**Russell Williams**

FIRE PROTECTION  
ENGINEER







# Focused on the Future

**W**hile we've been around for more than eight decades, we pride ourselves on our ability to focus on what matters most to our clients and their communities.

## WE BELIEVE IN:

**Our People** Success begins with investing in people, our work environment, and the career development of everyone who works here.

**Our Clients** Success is realized through exceptional client service and by providing trusted advice our clients can count on.

**Our Company** Success is leveraged by working "on the business" to achieve performance excellence and effectiveness.

**Our Future** Sustained success requires profitable operations and financial rewards for owners. In addition, financial success fuels an enduring company legacy.

“

*Because of family ties, I knew that Kalispell was where I ultimately wanted to end up. I was thrilled when senior leadership encouraged me to transfer and stay with Morrison-Maierle. And as a bonus, my career trajectory unexpectedly improved after the transfer.*



**Luke Carlson**

SENIOR WATER  
RESOURCES ENGINEER







**Billings-Logan International Airport**  
BILLINGS, MONTANA



# Serving Our Clients



Our employee-owners are the reason Morrison-Maierle is known for providing unmatched client service. Our reputation is built on consistent and reliable communication, leading to solutions created precisely for each client.

Every Morrison-Maierle employee-owner has a role to play regarding project delivery and excellence. From interns to senior-level project managers, we follow firm-wide standards—providing an exceptional client experience—this means we care, are consistent, and communicate.

- We show we care by attending to our client's goals and ambitions.
- We are consistent by aligning our approaches to be a reliable partner.
- We provide regular and clear communications.



*Morrison-Maierle has given me support and encouragement for furthering my career, and I feel like I'm part of the team because of this support.*



**Dom Goble**

LAND DEVELOPMENT  
ENGINEER







# Our Company Culture

**A**t Morrison-Maierle, we purposefully nurture a culture where you can thrive and reach your full potential. Our attitudes, behaviors, and standards shape what we do and how we do it.

We work hard to create a positive culture where our teammates feel seen, valued, and respected. This is a place where relationships are strong, communication is open and transparent, and everyone can grow professionally and personally—a place where you can make an impact and be a part of something bigger than yourself.

At Morrison-Maierle, our employee-owners support our core values of integrity, commitment, respect, and excellence. We value ownership and the importance of working together to build a supportive, transparent, trustworthy, authentic, and skilled workplace.



“

*As an employee-owner we are invested in the company's success and our success really comes down to client service.*



**Eli Shuford**

SENIOR LAND  
DEVELOPMENT  
ENGINEER





# Own Your Destiny

One of the key ways we differentiate ourselves is with our business structure. We believe that every employee should have the opportunity, ability, and responsibility to actively influence and benefit from the growth and prosperity of Morrison-Maierle.

We've been an employee-owned company since 1994, and we implemented a 100% employee stock ownership plan (ESOP) in 2017. This means your journey toward employee-ownership begins on your first day of work so you can share in our profitability and success.

Our ESOP is a type of retirement plan where the company funds all contributions and holds assets in a trust for employee-owners. You'll become fully vested in the ESOP after seven years of employment. When you leave or retire from Morrison-Maierle, the trust will purchase your vested shares of stock. We ALL share a stake in the profitability of our company; we succeed together.



*Working for an employee-owned firm creates a sense of shared ownership on every project. This unique opportunity leads to increased motivation, engagement, and productivity. As an employee-owner, I have a real stake in the firm's success.*

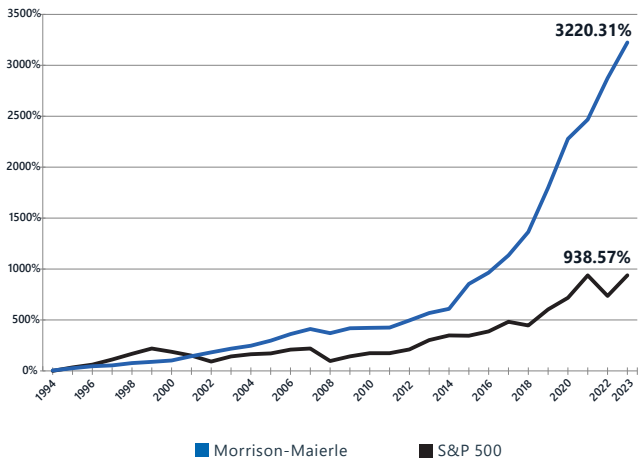


**Pete Weber**  
SENIOR  
ICT DESIGNER



## Guess the Stock Value

Morrison-Maierle's stock price growth since the beginning of the ESOP compared to the S&P 500 Stock Index.







### **Benefits of Being an Employee-Owner**

Working for an employee-owned firm gives you unique opportunities to participate in committees, initiatives, and events that help shape the company's future.

We have several standing committees and many opportunities to get involved in efforts that help you and others in our company and communities succeed together. Our supportive culture also allows you to start new initiatives and lead emerging efforts that interest you.

### **Ways to get involved at Morrison-Maierle**

- Employee Ownership Committee
- 401(k) Committee
- Safety Advisory Group
- Practice area leaders
- Technology and innovation initiatives
- Leadership Programs
- Community Giving Committee
- Company-sponsored teams, clubs, and events



# Total Rewards

## Morrison-Maierle Benefits

**W**e care about you and your family's health, wellness, and plans for the future. In addition to offering the full slate of expected benefits—health insurance, ample PTO, generous incentives, and bonuses, to name a few—we generously offer other benefits you might not find elsewhere.

### Flexible Work Arrangements

We provide employee-owners flexibility around work schedules and location while encouraging social interaction.

### Community Give-Back and Pro-Bono Projects

We support employee-owners who want to offer their services to community groups or organizations pro-bono.

### Matching Donation Program

This program enables Morrison-Maierle to match personal money contributions to qualified charities.

### Industry-Leading Retirement Program

Our generous 401(k) program, combined with our ESOP, offers a total retirement benefit that exceeds industry averages.

### Tuition Reimbursement

Take continuing education courses at colleges and universities, and the firm will reimburse a portion of your tuition.

### Volunteer Time Off

Employee-owners may take paid time off each calendar year to participate in volunteer activities of personal interest.

### Company Benefits

For a full picture of the benefits we offer, please visit our [website](#). Here's a quick overview of what we offer:

- Paid parental leave
- Annual bonuses
- Medical insurance
- Vision insurance
- Dental insurance
- Partially employer funded health savings account (HSA)
- Dependent care assistance program
- Wellness program
- Employee assistance program
- Personal time off
- Holiday and floating holiday leave
- Volunteer time off
- Life insurance
- Accidental death insurance
- Short- and long-term disability insurance



*We encourage our new employee-owners to connect with the community and truly engage. We want our people to feel safe here, feel healthy here, and they want to be here.*



**Jay Fischer**

BOZEMAN BUILDINGS MARKET  
GROUP OFFICE LEADER





**Bozeman Yellowstone International  
Airport Terminal Expansion**  
BELGRADE, MONTANA



**Allendale Canal and Fish Screen**  
PHILIPSBURG, MONTANA





# A Place for Everyone

There are many ways to succeed here. From interns to senior-level professionals, we welcome people at all career stages. Here's what you may expect at every stage of your career as a Morrison-Maierle employee-owner.





## CAREER STAGE

# Interns to Entry-Level

**M**any of our engineers, surveyors, planners, and scientists start their careers here as paid technical interns or directly after graduation. We offer each student and graduate the opportunity to:

- Work directly with an experienced mentor in your field of study.
- Visit job sites and work on current Morrison-Maierle projects.
- Study for and obtain professional licensure.
- Take advantage of training opportunities supported by the company, your mentor, and your direct supervisor.
- Become an employee-owner early in your career.
- Work in an inclusive and transparent culture.

“

*I learned about Morrison-Maierle through projects that I was working on while at a different firm and going, 'Wow, this is really good, this is where I want to be.' So that's what lead me to Morrison-Maierle—literally being at a different firm and going 'this is really good work.'*



**Tyson Markham**

LAND DEVELOPMENT  
ENGINEER





## CAREER STAGE

# Mid-Career

Changing companies in the middle of your career can feel like a real leap of faith. If you're ready to make a transition, know that a position with Morrison-Maierle will offer many growth opportunities, including the chance to:

- Become an employee-owner of a growing company that values and supports professional training and development.
- Gain valuable experience in your chosen field working on real projects, providing real solutions.
- Mentor younger staff and help educate our next generation of professionals.
- Achieve a work-life balance that's right for you and your family.
- Work from one of our offices in beautiful Montana, Oregon, Washington, or Wyoming.

Of course, everyone's situation is different, but we have many employee-owners who can tell you why, as a mid-career professional, Morrison-Maierle has been a perfect place for them.



*What happens when someone changes offices is quite remarkable—a person's support network doubles overnight. I've seen people grow and depend on the team at their new location while still maintaining relationships with their old office.*



**Arian Bloomfield**

CEO / PRESIDENT





## CAREER STAGE

# Senior-Level

Our employee-owned culture is a significant attraction for many of our senior-level staff. A 100% ESOP translates into an engaged workforce with colleagues who truly care about you and the success of your career. Many new senior-level hires tell us they can feel the difference.

If you're an accomplished engineering or technical professional looking for a chance to make a real difference with your skills and experience, consider a position with Morrison-Maierle.

We differentiate ourselves by offering:

- A significant role at an employee-owned company that allows you to share in our growth and success.
- A senior position at a company with an engaged workforce dedicated to working on challenging, career-defining projects.
- The opportunity to use your years of experience to help us deliver innovative client solutions, develop new initiatives, or grow our company in terms of new markets or additional offices.
- The chance to mentor some of our brightest young professionals and shape Morrison-Maierle's future workforce.





# Our Offer to You

**W**e pride ourselves on offering meaningful career growth in a company where you can grow, have fun, and develop a fulfilling and rewarding career.

A position with Morrison-Maierle will provide you with the opportunity to be an owner of a successful, growing company, an excellent work-life balance, and many opportunities for professional advancement. We focus and invest our time and resources in helping you and every Morrison-Maierle employee-owner succeed as you build your career.

You probably have specific questions about what a career

might look like for you at Morrison-Maierle. We invite you to explore our website and social media pages or contact us directly so we can answer your specific questions.

Our open positions are posted on the careers section of our website, m-m.net. However, if you don't see a position that fits your experience and interests, we still want to visit with you. Our door is always open; we welcome inquiries any time.

We hope this information provides a good start to more conversations with you about your future as a professional. We look forward to supporting your career and future as a Morrison-Maierle employee-owner.





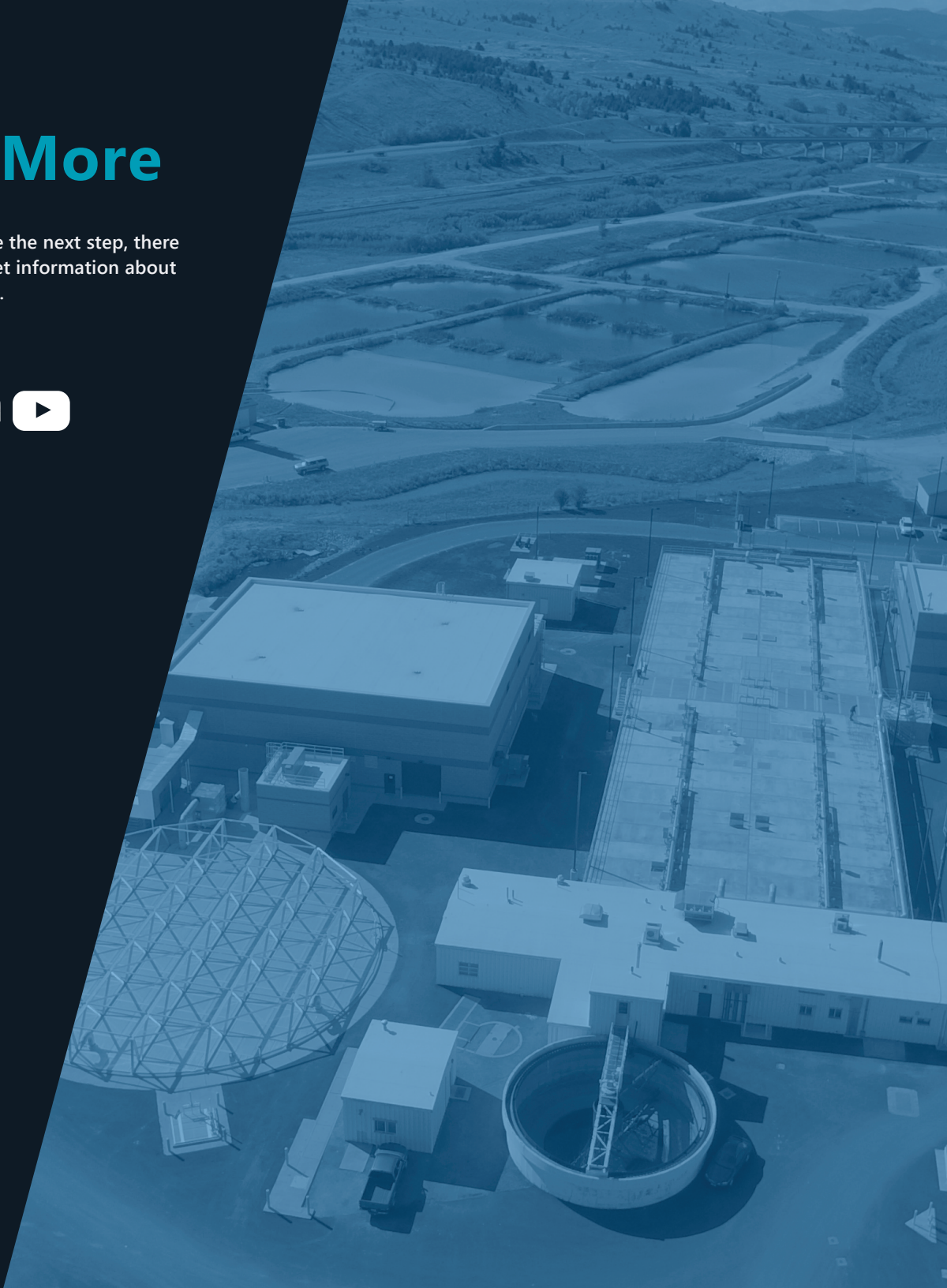
# Learn More

If you're ready to take the next step, there are several ways to get information about us and career options.

## SOCIAL MEDIA



CONTACT US  
AT M-M.NET







**Build your career with us.**



We create solutions that build  
better communities.