



# Benefits Overview





# Walden Environmental Engineering

## Welcome

### Take your career to new heights with us

Walden Environmental Engineering is growing, and we want you to be a part of it! Walden has been in business since 1995. Continued opportunities for growth and expansion require that we add staff to our offices in Oyster Bay, LI (our headquarters), the lower Hudson Valley (East Fishkill), and Hartford, CT. Our staff work on projects that contribute to a better quality of life where we live and work by helping clients improve air quality, water quality, energy efficiency, and employee safety. Our firm consists of engineers, geologists, environmental scientists, and EHS professionals with a shared goal of providing clients with thoughtful, cost-effective, and cutting-edge solutions to their most daunting challenges.

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# About Walden

**FOUNDED IN 1995, WALDEN ENVIRONMENTAL  
ENGINEERING IS A PREMIER CONSULTING FIRM  
THAT PERFORMS CIVIL AND ENVIRONMENTAL  
ENGINEERING AND EHS CONSULTING**

## What we do

Walden's staff are proud to work on projects that help improve environmental conditions in communities and enhance worker and operational safety in manufacturing settings.

Walden has a diverse—and growing—roster of public and private clients throughout Long Island, New York City, the lower Hudson Valley, and Connecticut.

Our experienced engineers, scientists, and EHS staff have knowledge of applicable regulations and standards, which allows them to provide clients with quality outcomes as they have come to expect from Walden.



### SOME OF OUR SERVICES

- Air Quality and Air Emissions Permitting
- Brownfield Consulting
- Grant Writing and Administration
- Public and Private Utility Valuations
- Asset Assessments, Inventories, and Management Planning
- Phase I/II Environmental Site Assessments
- Above/Underground Storage Tank Management
- Fractional EHS Consulting, Program Development, and Implementation
- Solid Waste Management/Permitting
- Water Quality
- Engineering Design
- Green Energy, Sustainability, and Energy Audits



# MESSAGE

## From The Founder

“I’m proud to say that Walden has grown and prospered because we have built a culture that values teamwork, inclusion, professional development, collaboration and our clients.”

### Founded in 1995

**Walden now has four locations to provide our clients with the high level of service they expect from our company.**



Since we opened our doors, Walden has expanded into new markets and created new services for our diverse client base. The firm now serves clients in the municipal, power, environmental, solid waste, manufacturing, and automotive markets, among others. Our multi-disciplined staff of professionals—engineers, geologists, environmental scientists, and EHS specialists—are committed to producing impressive results by providing innovative solutions to the most complicated problems from a project’s start to finish.

Our firm has experience providing clients with a myriad of professional services for all of their needs including utility assessments and valuations, wastewater and stormwater controls, EHS support services, air quality and air emissions permitting, engineering design, green energy, solid waste permitting, tank installations and removals, and grant writing—to name just a few.

Our engineers and scientists apply their formidable

technical expertise and financial knowledge when performing projects that help municipalities provide communities with valuable services and save or earn money that can be put towards other vital projects.

Walden’s team members perform investigations and develop remediation programs to mitigate environmental impacts throughout communities.

Our EHS staff develop life-saving safety programs and provide training to many of our manufacturing clients.

All of these services give our staff multiple avenues for professional development.

Through it all, Walden’s focus has always been on giving our clients the technical resources and expertise they need to make smart decisions while providing superior responsiveness and customer service. We do that by building a spirit of teamwork and collaboration on every project with every client.

Joseph M. Heaney III, P.E.

Founder and President



Employees told us what was important, and we listened.

## Walden understands that we owe our success to our staff.

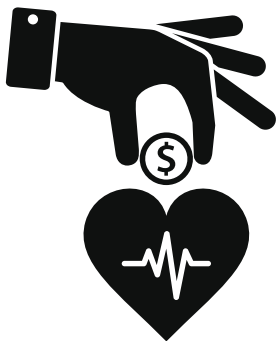
In turn, we support them with competitive salaries, support for professional licensure and certifications, continuous learning opportunities, exceptional work/life balance, team building activities and full benefits that include medical/dental insurance, a SimpleIRA, flex hours, hybrid work arrangements, and a casual dress environment.

When asked to name the most important benefits, respondents named medical insurance, retirement programs, and paid time off as the top three.

1

### Medical

Walden offers five different tiers of health insurance coverage for staff.



2

### Retirement

After 30 days, employees are eligible for participation in our SimpleIRA, with a matching contribution.



3

### Paid Time Off (PTO)

Relax, recharge, and unwind the way you want when it matters to you.



Walden gives employees paid holidays off, in addition to PTO, a portion of which can be carried over.

### Additional benefits that Walden offers at no extra charge to our employees are:

- Gym reimbursement of up to \$200\*
- Plum Benefits
- Working Advantage
- Apple Employee Purchase Program
- Verizon Wireless Discount
- Employee Assistance Program
- Credit Union Membership
- Direct Deposit
- Unlimited, flexible investment options you control



\* Must be enrolled in a Walden health insurance plan and visit the gym at least 35 times in a six-month period

# Professional Growth and Development

**YOUR CAREER PROGRESSION MATTERS TO YOU, AND IT MATTERS TO US TOO. AT WALDEN WE SUPPORT PROFESSIONAL GROWTH AND DEVELOPMENT AND NURTURE EACH EMPLOYEE TO GUIDE THEM IN THEIR CAREER.**



## ▶ Professional Organizations

Walden reimburses employees for dues in approved professional organizations. We encourage active participation in these organizations.

## ▶ Tuition Reimbursement

Employees are eligible for compensation for tuition expenses of up to \$5,000 per year for approved courses relevant to their job.

## ▶ Lunch and Learn

Walden hosts monthly Lunch and Learn sessions that are conducted by both internal Subject Matter Experts (SME) and external partners.

## ▶ New Hires Program

Transitions new employees into the culture of Walden and extends the

on-boarding process while educating them in basic consulting practices.

## ▶ Professional Licenses/Certifications

Walden reimburses employees for approved expenses associated with professional licenses or certifications. Eligible expenses may include initial application fees, one approved exam preparation course, exam registration costs, renewal fees, and continuing education costs. Staff are also paid for the day to test, which is not counted against PTO.

## ▶ Attendance at Professional Seminars

Walden reimburses employees for dues in approved professional organizations. We encourage active participation in these organizations.



# Other Perks

**WALDEN WANTS OUR EMPLOYEES TO BE HAPPY THAT THEY HAVE CHOSEN TO WORK HERE, SO WE UP THE ANTE AND PROVIDE BENEFITS OUTSIDE OF THE USUAL.**

## Profit Sharing

At Walden, we want our employees to be active participants in the success of the company. So, we offer profit sharing bonus opportunities. This way our staff can reap the benefits of their hard work. At Walden, 40% of company profit is distributed to employees annually.

## Day of Service

Walden is proud to be active members of the communities where we work. In recognition of our commitment to charitable causes, Walden has an annual day of service during which employees spend a paid day volunteering at a local charity. Recent outings have included the beautification of campgrounds on Long Island, assistance at food pantries, and building desks for needy grammar school students.

## Referral Program

Walden is always looking for good people. Research has shown, and our experience supports, that new hires who come into a company through employee referrals are excellent contributors and stay with the company for extended periods of time.

That's where our staff come in! Employees of Walden that refer someone who would be a good addition to the company could be eligible for a referral bonus of up to \$2,500.00 for full-time candidates that are hired.

## Technology

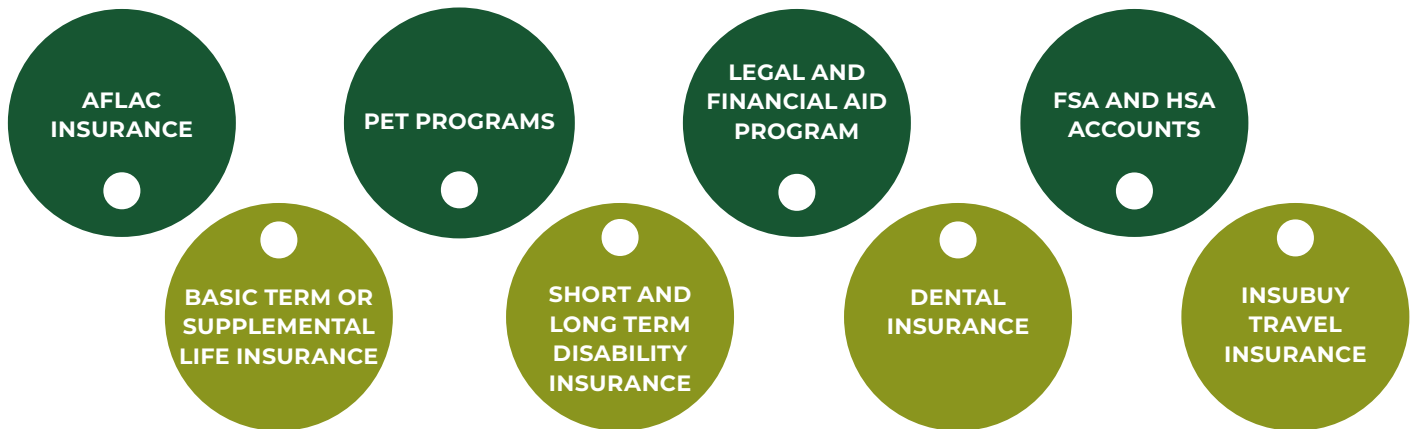
We understand that using old, outdated technology can lead to frustration. Walden wants our staff to feel they are spending their days being productive, not troubleshooting technological issues. To help them be as productive as possible inside and outside of the office, we provide full-time staff with the tools they need like laptops and printers along with access to industry-leading software.





## ADDITIONAL VOLUNTARY BENEFITS

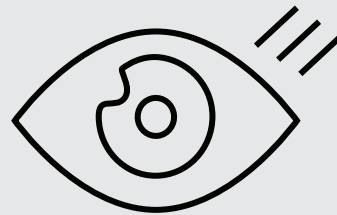
AT WALDEN, WE UNDERSTAND THAT NO TWO EMPLOYEES ARE THE SAME. SO WE OFFER SUPPLEMENTAL BENEFITS THAT EMPLOYEES CAN CUSTOMIZE FOR THEIR NEEDS.



## Life happens...

At Walden, we understand that sometimes your personal needs may require the use of benefits outside of those that are offered to all employees when they start working here, which is why we offer supplemental benefits to each employee.

Our additional voluntary benefits are available to help provide you with peace of mind.



## See the light

Walden offers employees vision care through our voluntary plan that will help you protect your eye health. The plan helps pay for eye exams, glasses, and contact lenses.

# Walden gives you more than just a paycheck.

ARE YOU A WANNA BE CHEF ITCHING FOR A CHANCE TO SHOW OFF YOUR COOKING CHOPS OR MAYBE A HYBRID WORK SCHEDULE WOULD HELP YOU TO GET SOME EARLY MORNING (OR EVENING) CHORES DONE. IN EITHER CASE, WE'VE GOT YOU COVERED.



## FLEXIBLE, RECEPTIVE, PROACTIVE

At Walden, we are not content with the status quo.

We are always seeking input from our staff on how we can make their daily work experience the best it can be.

That means supporting team building activities and exploring enhanced benefits for our staff.

## Work-Life Balance

**Happy employees make for healthy employees. Walden encourages our staff to look after their personal well-being and the professional well-being will follow.**

- Flex-time
- Hybrid work schedules
- Reimbursement for steel toe shoes
- Walden branded apparel and merchandise
- Birthday gift/parties
- International Food Day
- Walden Volunteer Day of Service
- Year-end holiday party
- Wellness Committee
- Business casual attire





## Walden Environmental Engineering

[WWW.WALDENENVIRONMENTALENGINEERING.COM](http://WWW.WALDENENVIRONMENTALENGINEERING.COM)

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