

patterson & dewar ENGINEERS



EMPLOYEE BENEFITS

Employee - Owned and It Shows

Our Company

Patterson & Dewar Engineers, Inc. (P&D) is a leading engineering firm delivering best-in-class electrical engineering, civil and structural engineering, mechanical engineering, surveying, and construction management services with an unyielding commitment to excellence and integrity. As an award-winning company honored by multiple agencies – including Atlanta Journal Constitution Top Workplaces, PSMJ Premier Award for Client Satisfaction, and PSMJ Circle of Excellence – P&D specializes in designing and evaluating vital electrical infrastructures for utilities, cooperatives, municipalities, and construction support services including surveying and construction management across the U.S.

Our wholly-owned subsidiary, Hood Patterson & Dewar (HP&D), is a NETA-accredited provider of electrical and mechanical testing and commissioning services in mission critical facilities and data centers. Founded in 1982, HP&D has built a



strong reputation for its agile approach to delivering exceptional client experiences. We have been working in commissioning since before there was even a term to describe the work that we do.

P&D and HP&D have become trusted partners working with some of the most recognizable names in the utility, communication, and technology fields.

Who We Are

Headquartered in Atlanta, P&D and HP&D have over 200 employees in 5 offices serving clients across the country and around the world. Our team of licensed professional

engineers, technicians, certified project managers, field technicians, licensed surveyors, and licensed contractors hold memberships in a variety of professional associations, including:

- American Society of Civil Engineers
- American Society of Heating, Refrigerating, and Air Conditioning Engineers (ASHRAE)
- Institute of Electrical and Electronics Engineers (IEEE)
- IEEE Power and Energy Society

Our clients count on us to consistently deliver the highest standard of quality and service upon which our stellar reputation has been built since 1947. P&D is a niche firm, adept at addressing the challenges

our clients face while crafting enduring relationships and remaining responsive to their needs. We continue to grow and maintain long-term relationships with our clients, some of whom have depended on us for more than 50 years. Our employees offer a deep pool of technical experience to draw from, and our in-house and field training programs help us sustain our tradition of excellence and continue to serve our clients' evolving needs for years to come. At P&D, we approach each project with an unyielding commitment to excellence and integrity. These guiding principles, upon which we have built our reputation, continue to make P&D a valued partner to clients we proudly serve.

Hood Patterson & Dewar

Founded in 1982, Hood Patterson & Dewar (HP&D) was originally the testing arm of P&D and focused on testing substations. Since then, HP&D has moved into the world of testing and commissioning data centers and other critical facilities. HP&D has built a strong reputation for its agile approach to delivering exceptional client experiences. We work with some of the most recognizable names in the communications and technology fields. We are thought leaders and problem solvers and the partners our clients depend on when knowledge, experience, and integrity matter.



Employee-Owned

P&D is 100% employee-owned, and as such, we believe our people are our most important asset. We offer competitive compensation, a comprehensive benefits package, and the opportunity to learn, grow, and contribute to a vibrant culture that stands the test of time.



Being 100% employee-owned means everyone has a vested interest in the success of the company. We encourage ownership by keeping the purchase price at a level where all employees can participate. For instance in 2022, roughly 90% of eligible employees were shareholders.

Company bylaws state that no employee may own more than 10% of the total number of stocks, which means that we cannot have a majority owner, so we're truly all in this together!

Employee Development

Our employee development program, titled *"The Employee Journey"*, was created to meet the needs of our employees, from hiring to retiring and everything in between. New employees are provided with opportunities to continue to grow and develop their technical, leadership, and soft skills.

Our employees tend to be in fields where it is vital that they stay on top of the latest trends and technologies. Therefore, we provide training internally and support continued professional development externally as well. We want to ensure that our people are set up for success both in the present and long-term. Therefore, we have dedicated personnel to assist employees with this endeavor.

At P&D, we foster a collaborative culture where managers and staff routinely work side-by-side in the office and in the field because while formal training is important, mentoring and on-the-job training are also vital. This model allows us to share knowledge and experience blended with new ideas and fresh perspectives to strengthen the team and enrich the client's experience.

We support continuous professional and personal development with training and mentoring and encourage employees to find opportunities to apply and extend their talents.

What people are saying about us...

"It is exciting, challenging and satisfying to be involved with various high-profile customers, state-of-the-art technologies, and fast-growing new industries. The scope of activities, the amount of learning and the constant training continually advance my knowledge and confidence in the field of engineering."

- Employee

"With over 21 years in data center construction and operation, this was my first time to witness a commissioning firm go through every piece of a new electrical system to test in any type of operational, failure, or recovery mode. HP&D is the most impressive firm I've been associated with."

- Client



- Each year, 2 discretionary bonuses may be awarded to eligible employees based on the company's profit. Bonuses are calculated based on the employee's tenure and contribution. Bonuses have been issued each year for the past 45 years with the expectation to continue into the foreseeable future.
- A 401(k) retirement plan is offered to eligible employees after 3 months of employment.
 - P&D contributes 3% of an employee's eligible compensation to the plan regardless of the employee's contribution.
 - Enrollment occurs the first of the month following 90 days of employment.
- Profit-sharing contributions are based on the performance of the company and as determined by P&D's Board of Directors.
 - P&D shares the wealth with employees. When company profits are good, we distribute a generous percentage to our employees through their 401(k).
 - Employees are enrolled in profit-sharing at the beginning of the next quarter following 1 year of employment.

Benefits & Compensation

P&D offers a competitive salary, generous bonuses, and excellent benefits, including:

- 4 weeks paid time off (PTO) – Employees accrue leave hours after 3 months of employment, and 4 weeks of leave is earned throughout the year
- 7 paid holidays
- Medical, dental, vision, life, pet, accident, critical illness, accidental death & dismemberment, and long-term disability insurance – See next section for more details
- 401(k) plan with 3% employer contribution – See next section for more details
- Profit-sharing – See next section for

more details

- Healthcare and Dependent Care Flexible Spending Accounts
- Stock Purchase – Employees are eligible to purchase company stocks on the first January after 1 year of employment
- Flexible schedule options to help employees maintain a healthy work-

Retirement & Profit Sharing

- Paydays are on the 5th and 20th of each month by direct deposit to your banking institution. Expense reimbursements are also distributed on these dates.



“HP&D is a company with top-notch personnel who are known for the quality of their work product. They are widely respected throughout the United States and have a diverse client base.”

- Client

“P&D provides a laid back atmosphere filled with professionals. Each person is committed to making the team succeed while not taking each other too seriously.”

- Employee

“Each day is a new experience. You, as the individual, have the opportunity to direct your own success. Each person has the opportunity to share ideas on the growth of the company, and to improve work processes and practices. It's like owning your own business without a lot of the headaches that come from owning your own business.”

- Employee



Insurance Coverage

On the first day of the month following 60 days of employment, employees are enrolled in low-cost, high-quality healthcare with a low deductible and reasonable maximum out-of-pocket rates, including:

- P&D provides medical, dental, and vision to all qualifying employees at **no cost**
 - Additional coverage is available for an employee's spouse at **\$50/month** and dependents at **\$25/month/dependent**
 - The plan year runs from June 1st through May 31st
- Medical insurance is provided through UMR, a division of UnitedHealth Care
- Teladoc® offers free virtual care for family medicine, mental health, and medical advice
- Dental insurance is provided by UMR, a division of UnitedHealth Care
 - **Annual maximum benefit of \$4,000 per family**
 - Covers 100% of the usual and customary cost for preventative services (i.e., exams, x-rays, cleanings), and 80% of usual and customary costs for basic procedures with some exclusions, and 50% of costs for major procedures
 - Orthodontic care is provided to dependent children at 50% costs up to a lifetime benefit of **\$3,000**
- Vision insurance is provided by Spectera, a division of UMR
 - \$10 co-pay for annual routine exams
- \$50,000 life and accidental death & dismemberment (AD&D) policies are provided to all eligible employees at no cost
 - Low-cost supplemental coverage is available for the employee, spouse, and children
- Customizable pet insurance coverage through the ASPCA
- Accident insurance pays cash for accident care and recovery in addition to medical insurance
- Critical illness insurance pays cash for the treatment cost of life-changing illnesses and health events
- P&D provides long-term disability insurance for each full-time employee
 - The policy pays 60% of the employee's salary after 90 days of missed work due to disability
- A Flexible Spending Account (FSA) is available to set aside pre-tax dollars to pay out-of-pocket medical expenses
 - Administered by UMR, reimbursement is quick and easy by direct deposit with no need to submit claims



Questions?
Reach out to our HR Manager,
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Our Locations

Arizona

1525 North Hayden Rd.
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