

# Pankow



AT PANKOW, WE  
HAVE A  
**PASSION**  
FOR  
BUILDING.



**JOIN US**  
and mix your **profession** with  
your **passion.**

PANKOW.COM



## MISSION

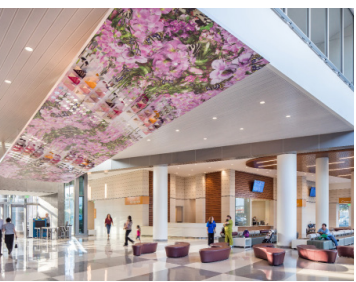
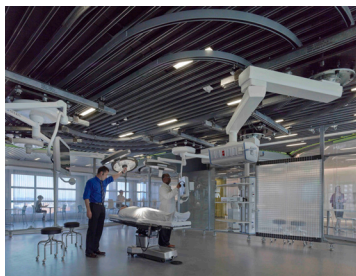
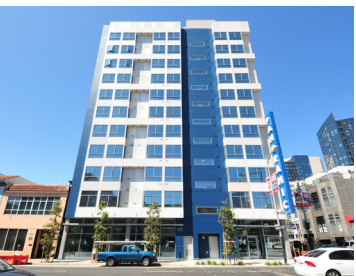
We find better building solutions that support client success.

## VISION

See the possibilities, engage the power in people, and deliver value - in everything we do.

## CORE VALUES

INNOVATIVE THINKING  
A PASSION FOR BUILDING  
INTEGRITY  
SAFETY  
CLIENT SERVICE



## PANKOW HIGHLIGHTS

- Founded in 1963
- Employee-owned
- \$450+ million annual revenue
- Thousands of projects over the past half-century
- Pioneers of design-build and integrated project delivery
- Leaders in Lean
- Nearly 85% of our volume is performed with repeat clients

# PANKOW CULTURE

Working at Pankow is your opportunity to mix profession with passion. At Pankow, we build with passion. Passion for engineering a better way, for collaboration, for building projects that enhance people's lives, for whatever inspires you most. For us, it's seeing the possibilities, adding value in the form of fresh ideas, finding greater efficiencies, less waste and more fun.

## EXPERIENCE OUR PASSION FOR:

### CAREER OPPORTUNITIES.

As a Project Engineer, you will be an essential team member that works with us in a fast-paced and ever-changing environment. Entry-level engineers have the opportunity to work on a variety of projects. We specialize in working on large-scale, complex projects and within occupied facilities for a diverse range of markets and building types.

Gain meaningful on-the-job experience, along with invaluable training and development programs through daily Lean Huddles, role-specific training, safety training, and numerous continual learning and development opportunities.

These programs and tools supply you with all you need to become an exceptional master builder with opportunities for career advancement.

### OUR PEOPLE.

Pankow places a high value building long-lasting relationships with our employees. We keep our great, talented people engaged in varied, challenging assignments that turn theory into hands-on experience. We believe we are more effective when we take a collaborative-based approach in all that we do.

Team outings, company-wide meetings, social events and celebrations, Pankow sports teams, health and wellness education, fitness challenges and volunteering activities – all generate an esprit de corps that inspires and energizes our Pankow life.

### OUR COMMUNITIES.

We believe it is our duty to give back to the communities in which we live and work. Through contributions and volunteerism, Pankow supports education, arts, community improvement and medical research programs in all our regions. We also believe in building the future of our industry. Pankow has deep ties to the ACE Mentoring Program, providing financial, volunteer and leadership resources. In addition, the Charles Pankow Foundation provides millions of dollars in research grants to fund research to advance innovation in the building industry.

### ROLE OF THE PROJECT ENGINEER.

- Translate and coordinate project document information (Construction Documents, submittals, RFI's) for field construction use
- Identify and resolve omissions and inconsistencies within the project documents by working through the RFI Process
- Develop and maintain 3-week look ahead schedule using lean tools
- Assist the Superintendent with equipment scheduling, work techniques and material deliveries
- Ensure the "Work" is in alignment with Pankow Policies and Procedures
- Create and maintain job site records
- Participate in project close-outs



## SERVICES

PRECONSTRUCTION  
DESIGN-ASSIST  
DESIGN-BUILD  
INTEGRATED PROJECT DELIVERY  
VIRTUAL DESIGN AND CONSTRUCTION  
SEISMIC RETROFITS  
HISTORIC REHABILITATION  
SUSTAINABILITY

## EXPERTISE

HYBRID MOMENT RESISTANCE FRAME  
HOSPITALS AND MEDICAL FACILITIES  
SCHOOLS AND UNIVERSITIES  
MULTI-FAMILY RESIDENTIAL  
URBAN MIXED-USE DEVELOPMENTS  
PARKING STRUCTURES  
HOTELS AND RESORTS  
PUBLIC SAFETY FACILITIES  
PUBLIC AND CIVIC  
OFFICE BUILDINGS AND TIs  
RETAIL CENTERS, STORES AND RESTAURANTS

## OFFICES

OAKLAND  
PASADENA  
SAN FRANCISCO

# EMPLOYEE BENEFITS

## COMPENSATION

Competitive Salary  
Bonuses for Performance

## LONG-TERM FINANCIAL PLANNING

401(k) savings plan and match  
Profit sharing plan

## HEALTH AND WELLNESS BENEFITS

Medical insurance: HMO or PPO and prescription drug plan  
Dental insurance  
Vision insurance for eye exams, glasses and contact lenses  
Health care flexible spending account  
Dependent day care flexible spending account  
Unreimbursed medical  
Life insurance  
Paid time off for vacation, holidays and sick pay  
Long-term disability insurance  
Employee assistance plan (EAP)  
Legal and identity theft protection  
AFLAC voluntary benefits

## TRAINING AND DEVELOPMENT

Continuous learning plays an essential role in our culture of innovation. Pankow has designed a Professional Development Curriculum (PDC) to make our people the best trained in the industry. Training and development areas include project management, safety, technology, and developing client relations.