



**CIVIL ENGINEERING**

**PLANNING**

**SURVEYING**

## WE'RE ABOUT PEOPLE

*We invest in our employees,  
their communities, and  
their future*

## FINANCIAL WELLBEING

*Retirement contributions  
up to 25% of earnings*

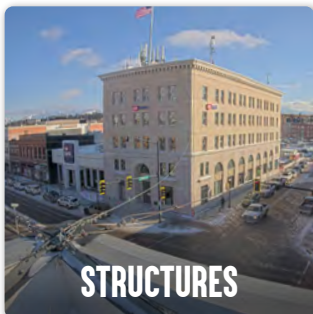
## 100% EMPLOYEE OWNED

*Our employees are  
directly invested  
in RPA's success*

## FLEXIBILITY & PAID LEAVE

*We know time is precious, and  
we respect that*

# WHAT WE DO



## WHERE TECHNICAL SKILL MEETS REAL-WORLD IMPACT

At RPA, you'll do more than draft plans—you'll tackle real-world challenges that shape how communities across the Northwest grow and thrive. Our engineers collaborate with city and county governments, state and federal agencies, and private clients. The types of projects we work on range from safer roadways and modern utility systems to new developments and public facilities. Whether you're early in your career or bringing years of expertise, you'll have the chance to solve complex problems, apply the latest tools, and see your work built into lasting infrastructure that people rely on every day.

## VALUES THAT GUIDE US



**Employee  
Focused**



**Uncompromising  
Quality**



**Integrity  
Matters**



**Lasting  
Partnerships**



## A SNAPSHOT OF OUR EMPLOYEE BENEFITS

At RPA, our people come first. We cultivate a family-oriented culture that values work-life balance and supports overall well-being. When you join RPA, you're joining a team that invests in your future. Our benefits go beyond the basics to help you grow, thrive, and make a meaningful impact. We take a holistic approach to employee support, offering a comprehensive benefits package that includes:



### FINANCIAL WELLBEING

We offer competitive salaries, a firm-wide bonus structure, and employer retirement contributions of up to 25% of your earnings—no match required. You'll also have access to financial planning support to help you plan for the future.



### SHARED EXPERIENCES

We foster a workplace rooted in camaraderie and connection. Through company-sponsored events, team-building, and family-friendly outings, we develop opportunities for our team to bond, have fun, and create lasting relationships that reflect who we are—collaborative, connected, and people-first.



### **RPA***gives*

We're proud to support our employees' efforts to give back. Through RPAgives, we offer matching for individual donations and paid volunteer hours to help make a difference in the communities we serve.



### FLEXIBILITY & TIME OFF

We respect your time. Enjoy flexible working hours, paid time for hours worked beyond 40 per week, and generous leave including annual, sick, and personal days.



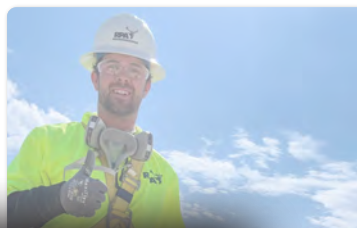
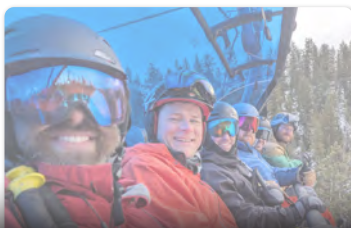
### PROFESSIONAL DEVELOPMENT

We support your growth through paid training opportunities, continuing education, conferences, and professional registrations.



### HEALTH & WELLNESS

Your health matters. We offer a flexible medical plan, dental coverage, and disability insurance to help you stay well and feel supported.

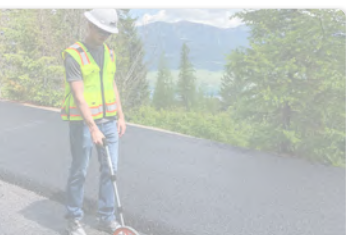
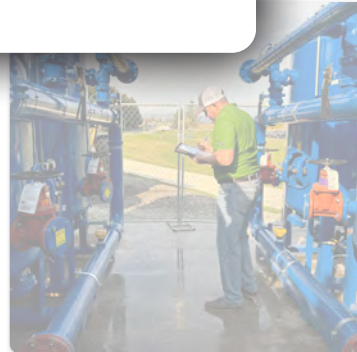
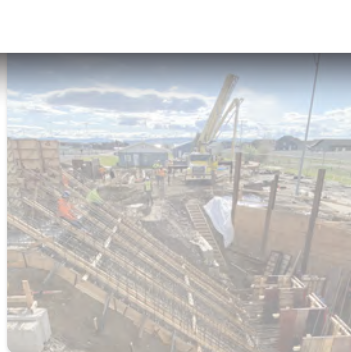


## OUR CULTURE IN ACTION

At RPA, culture isn't just a buzzword—it's how we show up for each other and our communities every day. As a team of employee-owners, we take pride in creating a workplace that's supportive, collaborative, and people-first.

Here's what makes our culture special:

- **Supportive Environment** – We celebrate wins, lift each other up, and genuinely care about one another's success.
- **Growth-Minded** – From mentorship to continuing education, we invest in your professional journey.
- **Life Beyond Work** – We honor life's milestones and encourage time for family, friends, and personal passions.
- **Rooted in Montana** – Our locations offer access to the outdoors and a lifestyle that values balance and well-being.
- **Service to the Community** – Through *RPAgives*, endowments, scholarships, nonprofit donations, and volunteer opportunities, we're committed to giving back and paying it forward.







## LIVE AND WORK WHERE ADVENTURE AWAITS

With five office locations across western Montana, RPA offers easy access to everything that makes Big Sky Country extraordinary—from hiking, skiing, and biking to hunting, fishing, arts, and theatre.

Our benefits are designed with flexibility in mind, helping you balance your career and personal life. Whether you're exploring the backcountry with loved ones or enjoying peaceful solitude, a career at RPA supports a wide range of lifestyles and passions.



## EMPLOYEE OWNERSHIP THAT BUILDS YOUR FUTURE

At RPA, you're more than just an employee—you're an owner from day one. As a **100% employee-owned** company, we believe that shared success is built on shared values. Our ownership model reflects what we stand for: being employee-focused, delivering uncompromising quality, acting with integrity, and building lasting partnerships. Through our Employee Stock Ownership Plan (ESOP), you gain a valuable retirement benefit in the form of company shares. Your contributions help drive RPA's success, and as the company grows, so does your investment. It's a powerful way to build your future while helping shape ours.

## WHAT WE LOOK FOR

We're always looking for talented individuals who are the right fit for our team. We value self-motivation, intelligence, common sense, and a strong work ethic. Just as important, we look for people who communicate well, collaborate effectively, and are eager to grow. At RPA, we support our team through mentorship and continuing education—because when you grow, we all grow.

## INTERN WITH RPA

Looking to launch your career in civil engineering, planning, or surveying? RPA's paid internship program gives you real-world experience, not busywork. You'll rotate through different teams, explore a variety of sectors, and discover what excites you most. Our interns work side-by-side with experienced engineers on actual projects—both in the office and out in the field—while learning about the latest tools, technologies, and trends in the industry. Here's the best part: many of our interns return as full-time employee-owners after graduation.

Scan to see where  
your path could lead



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