



DESIGN YOUR FUTURE

Developing Today's Careers and Tomorrow's Infrastructure



 **CMT**
Engineers and Consultants

CONTENTS

Introduction	3
About CMT	4
Mission Statement	5
CMT Employee Experience	6
Markets	8
Aviation	8
Surface Transportation	9
Water Resources	10
Environmental	11
Quality of Place	12
Buildings & Sites	13
CMT Employee Benefits	14
Apply Today	16



CENTERED IN VALUE

is more than CMT's promise for clients – it's the commitment we make to our staff.

Infrastructure is a vital part of a thriving society, and the challenge of delivering quality infrastructure is more important today than ever. At CMT, **what we deliver** and **how we deliver it** continues to evolve in response to these challenges. However, the one thing that never changes, the most important of all, is **people**.

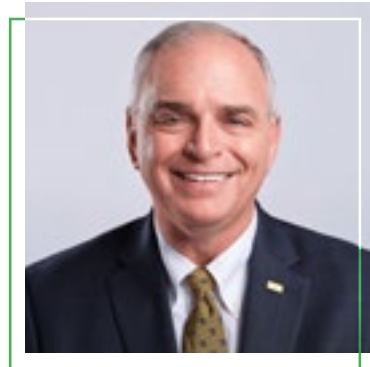
At CMT, people are the heart of our organization. CMT is driven to improve the quality of life for everyone who is positively impacted by our projects. This means our clients, who strive to provide quality infrastructure for their communities.

This also means our employees. Our tagline, "Centered in Value," is more than CMT's brand promise for clients. It's the commitment we make to our staff that they will be valued and their careers will be championed by CMT.

Project excellence is essential and a foundational value of CMT, and we have the awards to demonstrate it. But, it's the value we place in our relationships, both with our clients and our staff, that consistently delivers the transformative impact on project results. Our clients value the experience of working with our people. Many have even told us that, when it comes to relationships, CMT sets the benchmark for other firms to aspire to.

If you share our passion for building meaningful relationships with clients, delivering project excellence, operating sustainably, and continuously growing your skills, join us in this mission.

Center your career in value.



A handwritten signature in black ink that reads "William X. Bailey, PE, SE".

Bill Bailey, PE, SE
Board Chair and CEO



@cmtengrs | cmtengr.com



Crawford, Murphy & Tilly (CMT) is a nationally ranked consulting firm providing professional services to both the public and private sectors. We provide our clients with infrastructure:

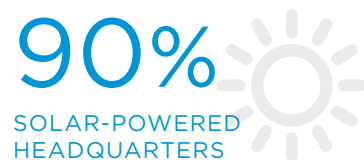
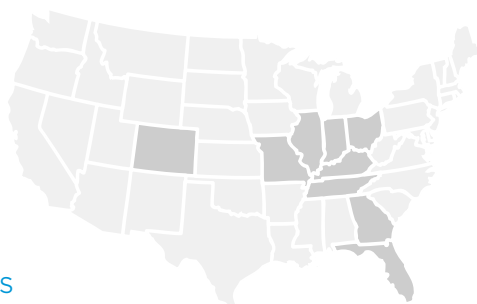
- Design and construction
- Environmental sciences
- Funding strategies
- Planning
- Technology

Since 1946, the company has maintained a trademark level of service and commitment to its clients and employees. This has translated into recognized leadership in civil infrastructure, client and staff longevity, and enhanced value for the people and communities we serve.

At CMT, clients receive individualized responsiveness, attention, and availability **while benefiting from the expertise of an industry leader.** CMT provides the depth of knowledge and personnel to service all project needs in numerous markets, as shown to the right and in the following pages.

Our Markets

- Aviation
- Surface Transportation
- Water Resources
- Environmental
- Quality of Place
- Municipalities
- Buildings & Sites
- Electrical & Controls
- GIS & Asset Management
- Alternative Delivery & Value Solutions



[LEARN MORE AT CMTENGR.COM](http://CMTENGR.COM)



CMT's headquarters is over 90% solar powered.



Value Experienced. Value Delivered.

Our brand is built on a mission that ensures we accomplish both.

CMT defines value as what we deliver and how we deliver it, both for our clients and our staff. Our firm's mission is to **provide superior infrastructure solutions, responsive to clients' needs and expectations, while fostering growth and development for our employees.** With this, we commit to the seven guiding principles. If these values resonate with you, you might be a good fit for our team.



Integrity



Fairness



Project Excellence



Individual Opportunity



Client Relationships



Sustainability



Teamwork

CMT highly values its team, and it shows. I see it in the way CMT leaders are always seeking out ideas and feedback on how we, as a team, can keep improving. I also see it in the way that CMT invests in its team through high-quality learning and development experiences.



Rulian Barros, PhD, Transportation Engineer



THE CMT EMPLOYEE EXPERIENCE

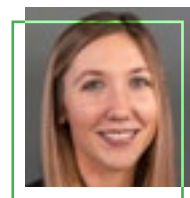
At CMT, we welcome people with an array of backgrounds, perspectives, and specialties to help us deliver results across the entire infrastructure lifecycle.

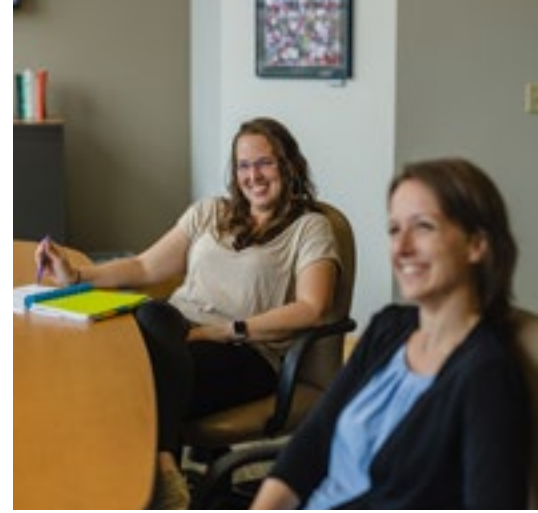
With firm expertise encompassing infrastructure design and construction, environmental sciences, funding strategy, planning, and technology, CMT is an organization where cross-disciplinary, cross-functional collaboration and problem-solving is a given in much of our daily work.

In what is an exciting time for our industry and our firm, CMT invites passionate individuals – engineers, planners, scientists, surveyors, technicians, and other professionals – to help us advance our company’s decades-long legacy of infrastructure excellence.

“I admire how quickly help is offered to anyone who needs it. Because of this culture, I’ve become comfortable reaching out to my fellow co-workers with any questions I may have, which I feel has allowed me to grow and learn faster as an engineer and CMT employee.”

Eva Mich, Aviation Engineer





Deeply rooted in the CMT Employee Experience is fostering an environment where our people can grow, innovate, celebrate, and connect with one another.



CMT DEI

CMT DEI represents the firm's commitment to Diversity, Equity, and Inclusion (DEI) and DEI-focused culture, initiatives, and policies.



CMT CI²

CMT CI² represents CMT's long-standing internal Continuous Improvement and Innovation (CI²) program.



CMT Academy

CMT Academy encompasses CMT's internal training initiatives and professional development opportunities.



CMT Recognition

CMT Recognition represents the firm's long-standing employee recognition program and CMT's commitment to expressing appreciation for employee contributions and excellence.



CMT Connect

CMT Connect unifies CMT initiatives that bring colleagues together through advancing growth and innovation in technical areas, cultivating cross-functional affinity groups, and addressing operational needs of the firm.



Aviation

LONG-TERM SUCCESS



Airports have a growing responsibility to facilitate commerce, while operating with a greater emphasis on efficiency and safety. With this mission in mind, CMT brings an uncommon level of investment in our airport clients' success — a commitment that is demonstrated by work at over 200 airports of all sizes and long-term client relationships that span decades.

From working with the FAA to local stakeholders, CMT's aviation staff work passionately with our civilian airport partners to advance their infrastructure goals and aspirations. CMT is also a top-tier provider of engineering services for military airfields across the nation and abroad.



RANGE OF SERVICES

- Airport Planning
- Design and Construction Engineering
- Air Service Development
- Architectural Services
- Economic Impact Studies
- Electrical and Navigation Systems
- Environmental
- Fueling Facilities
- Funding Assistance
- Land Acquisition
- Noise Modeling and Compatibility
- Pavement Design
- Pavement Management Studies
- Program Management
- Regulatory Coordination and Compliance
- Security
- Site Development
- Stormwater Management
- Structural Engineering
- Technology/Geographic Information Systems (GIS)



*The knowledge I gained during my internship at **CMT** created a solid foundation for the start of my full-time career within the company.*



Diamond Cottman, Aviation Engineer

Surface Transportation

ENHANCING CONNECTION

Built on a legacy of signature transportation achievements, CMT helps state and local governments achieve enhanced transportation performance, along with enhanced livability and environmental stewardship. We also understand the growing complexities our industry faces in delivering and maintaining state-of-the-art infrastructure, often with less available resources. No matter the challenge or goal, our large team of transportation professionals offer a wide range of capabilities and talents that allow our clients to succeed.

At CMT, you'll be part of an award-winning team working across a variety of facilities including highways and expressways, urban streets and corridors, trails, transit, railroads, and bridges.

RANGE OF SERVICES

- Design and Construction Engineering
- Traffic Engineering
- Structural Engineering
- Planning/Feasibility Studies
- Value Engineering
- Safety Analysis
- Drainage Management
- Environmental
- Funding Assistance
- Land Acquisition
- Noise and Air Quality Studies and Management
- Program Development
- Public Involvement
- Signalization
- Sustainable Design
- Utility Coordination

*Our clients have their own goals and aspirations. As engineers, we have an opportunity and responsibility to be an advisor and assist them. **The more we understand and appreciate those desires, the better the solutions we provide.***



Adam Burns, PE, MBA, President





Water Resources

MANAGING OUR WATER

As one of our most precious natural resources, water plays a vital role in the sustainment and vitality of our environment. Increasing regulatory pressures, aging infrastructure, and declining public works budgets make managing this resource all the more challenging.

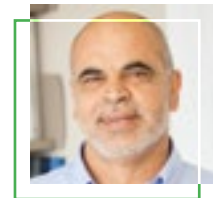
With CMT, you'll be part of a team bringing proven, integrated, and balanced approaches to addressing water resource needs in all phases of the water cycle. We are constantly working together to improve our clients' ability to manage their water resources through treatment, conservation and the reuse of drinking water, wastewater, and stormwater.

RANGE OF SERVICES

- Design and Construction Engineering
- Facilities and Master Planning
- Process Engineering
- Structural Engineering
- Electrical Engineering
- Mechanical Engineering
- Computer Modeling
- Rate/Financial Studies
- Instrumentation and Controls
- Environmental Management
- Permitting and Regulatory Compliance
- Best Management Practices (BMP)/Green Design
- Funding Assistance
- Geographic Information Systems (GIS)/Asset Management



*Providing accountable project management and **mentoring our younger staff** have been key reasons for CMT's success in the past and into the future.*



Raed Armouti, PE, Senior Vice President and Director of Water Resources

Environmental

PROTECTING OUR WORLD

As part of CMT's environmental team, you'll work to balance infrastructure goals with ecological and social considerations. CMT's environmental scientists, engineers, ecologists, economists, and other professionals work in conjunction with all our other disciplines to provide regulatory strategies, site investigation, and ecological expertise. This begins with an intimate understanding of our clients' project goals, as well as those of corresponding agencies and affected stakeholders.

Our team has worked with numerous regulatory agencies across over a dozen states with varying environmental requirements. Our experience includes airfields, bike paths and trails, bridges and structures, parks and environmental preserves, roadways, site developments, and utility corridors.

RANGE OF SERVICES

- Surveys/Assessments
- Stream/Wetland Delineation
- Habitats and Endangered Species Surveys and Relocations
- Mitigation and Restorations
- National Environmental Protection Act (NEPA) Documentation
- Natural Resources Studies and Management
- Noise and Air Quality Studies and Management
- Permitting and Coordination
- Regulatory Assessment and Compliance
- Spill Prevention
- State Environmental Protection Act (SEPA) Documentation
- Stormwater Management
- Surveys/Assessments
- Sustainable Design
- Community Impact Analysis
- Economic Impact

*Moving away from Ecuador was a big step in my career, but **I felt completely welcomed into CMT.** When you make employees feel like part of a family, you will always get their best effort.*

Esteban Aguirre, CM, ACE, Senior Aviation Planner





Quality of Place

FROM VISION TO REALITY

Delivering transformative urban spaces that make communities more vibrant and livable requires innovative thinking. However, it also necessitates a practical understanding of how to enhance functionality for generations to come.

From vision to implementation, CMT helps communities transform automobile-centric corridors and downtowns into places that are safer and more inviting. Enhancing recreational opportunities through design of park spaces and trails also benefit from CMT's value added approach. We work collaboratively with multiple disciplines to deliver solutions that convert visionary concepts that are more constructible, approvable, and affordable.

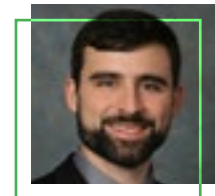


RANGE OF SERVICES

- Complete Street and Streetscapes
- Design and Construction Services
- Landscape Architecture
- Landscape Design
- Lighting Design
- Park Design
- Planning
- Public Involvement
- Signalization Design
- Structural Design
- Sustainable Design
- Utility Coordination



It's great to be part of a culture and have leadership that supports all the little branches in my career path – always giving me the opportunity to evolve and find the next challenging, exciting thing.



Henry Schmitz, PE, CFM, Senior Water Resources Engineer

Buildings & Sites

INTEGRATIVE SOLUTIONS

From site selection and due diligence to complete site and building design, CMT's buildings and sites team provides a wide range of integrated professionals to get the job done for green grass development or enhancement of existing properties.

As a part of the CMT team, you'll work collaboratively with multiple disciplines to develop design solutions that achieve our clients' aesthetic, sustainability, and budgetary goals. Our reputation is built on the work we do for satisfied clients for a wide range of project types including, commercial, industrial, institutional, utility, medical, government, recreational and public facilities.

RANGE OF SERVICES

- Civil/Site Engineering
- Architecture
- Surveying
- Structural Engineering
- Traffic Engineering
- Hydraulic Engineering
- Permitting and Environmental
- Electrical
- Energy Efficiency
- HVAC and Plumbing
- Landscape Architecture
- Land Acquisition
- Utility coordination
- Economics
- Value Engineering

*The group of people I work under are great about **listening to what I have to say and finding ways to accommodate my interests** in a way that advances my skills while also continuing to be an asset to CMT's growth.*



Lydia Wigner, PE, Senior Surface Transportation Engineer





Taking Care of Our People

EMPLOYEE BENEFITS

At CMT, you'll be a part of a team where a spirit of cooperation, respect, and opportunity is intrinsic to everything we do.

CMT demonstrates our commitment to employees and their personal wellbeing and financial security by offering competitive benefit programs.

With an employee retention rate well above the industry average, CMT maintains an uncommon level of staff stability and loyalty.

[LEARN MORE AT CMTENGR.COM/CAREERS](https://www.cmtengr.com/careers)





Health & Wellness

- Medical insurance (PPO & high-deductible plans)
- Dental insurance
- Vision insurance
- Life insurance (employer paid)
- Short- & long-term disability coverage
- Flexible spending accounts (FSA)
- Health savings account (HSA) with employer contribution
- Employee assistance program (EAP)

Career Development

- Formal career development program
- Professional license and exam fee reimbursement
- Access to professional development tools, including CliftonStrengths
- Mentoring program
- Annual award and recognition programs
- Tuition reimbursement program
- Financial support of continuing education to meet career development goals
- Support of professional organizations

Work/Life Balance

- Generous paid time off available day one
- Nine paid holidays (six observed and three floating)
- Paid time off for community service
- Hybrid/remote work and flexible schedule options
- Paid parental leave (six weeks for birth parent; two weeks for non-birth parent)
- Strong, supportive company culture
- Social events sponsored by CMT

Financial Wellbeing & Retirement

- 401k plan with 6% company match
- Profit sharing
- Competitive wages
- Opportunity for overtime compensation
- Computer loan program



APPLY TODAY

When you join CMT, you become part of a team that empowers you to:

MAKE A DIFFERENCE

With CMT, you'll work on groundbreaking projects that improve people's lives and positively impact the communities in which we live.

ENGAGE IN A CULTURE OF CARE

At CMT, we take care of you, just as you care for clients and their communities. We recognize and value your contributions, and we provide you with the support and resources you need to learn, grow, and deliver community-enhancing infrastructure solutions that make all of us proud.

RISE TO NEW CHALLENGES

Because CMT is a mid-sized firm, you will have immediate opportunities to engage in a wide range of work, use state-of-the-art technologies, explore your strengths, and contribute to challenging projects that will shape tomorrow.

GROW ALONGSIDE EXPERIENCED COLLEAGUES

As a CMT employee, you will often have the opportunity to collaborate with – and learn from – colleagues with decades of experience working at the firm, growing their networks at CMT and across the industry, and building relationships with and serving our clients and their communities.

DESIGN YOUR PATH FORWARD

From day one at CMT, you can chart your own path toward achieving your professional goals. Our decades-long history of stability – combined with our focus on continuous improvement and innovation – make CMT the ideal place to build the career you desire.

