

Working for Loiederman Soltesz Associates, Inc.



Award-Winning Workplace

“Top 50 Best Firms
to Work For”
CE News

“Workplace Excellence Seal”
Maryland Work-Life Alliance

“Top 500 Design Firms”
Engineering News-Record

“Largest Engineering Companies”
Washington Business Journal

“Top 50 Corporate Philanthropists”
Washington Business Journal

“Business of the Year”
Prince George’s Chamber of Commerce

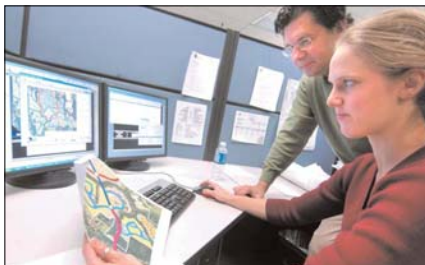
Loiederman Soltesz Associates, Inc.’s success can be credited to the firm’s staff of some of the brightest and most competent professionals in the industry. Their dedication to providing innovative solutions to clients has led to the firm’s status as a leader in land development engineering.

Loiederman Soltesz Associates’ multi-disciplinary design team approach fosters a collaborative and challenging atmosphere where employees strive to be their best. The firm is dedicated to enhancing employees’ skills through training opportunities and continuing education programs. Loiederman Soltesz Associates also prides itself on its investment in technology and its commitment to providing the tools employees need to excel.

The firm’s commitment to various employee work-life programs has helped many staff members enhance their professional and personal lives and has brought the firm recognition year after year as an **“excellent place to work.”**



Growing with Loiederman Soltesz Associates, Inc.



Loiederman Soltesz Associates, Inc. is proud of the commitment it has made to the advancement of its employees' professional and technical skills. The firm's philosophy is that learning should not end at graduation; happier employees are ones that continue to grow and advance in their chosen fields. The firm recognizes the necessity of continuing education for employees to keep current with changing technology, as well as to fulfill the requirements necessary to obtain or maintain licensure. The firm carries out this commitment through its comprehensive internal training programs, as well as by encouraging and supporting employee attendance at continuing education programs.

In order to help employees keep up-to-date on technological advancements in the civil engineering and surveying fields, Loiederman Soltesz Associates conducts a steady stream of classes. Topics include Bentley MicroStation and InRoads engineering and surveying software. Technology classes are presented as a lecture, hands-on, or a combination of the two, and sessions are conducted by a member of Loiederman Soltesz Associates' Technology Group CAD Team. Certificates of Accomplishment signed by President and Chief Executive Officer James A. Soltesz, P.E., are presented to each individual upon completion and copies are placed in employees' personnel files.

Loiederman Soltesz Associates also understands the importance of developing superior human relation skills in their professional staff. As a complement to technical training, the firm conducts a two-tiered management training program led by Executive Vice President and Chief Operating Officer Stephen J. Spano, P.E. Mr. Spano has 25 years of experience working on the management side of civil engineering, and in addition to his bachelor of science in civil engineering, he holds a master of science in technical management from the school of engineering at The Johns Hopkins University.

Each year Loiederman Soltesz Associates also offers a five-part seminar series led by Julie Gaver, one of the area's most noted professional development instructors. The classes reinforce philosophies and practices in the human side of business. Topics include attitude and stress management, behavioral styles analysis, communication, team building, and customer service. Participants are selected from each office location, which affords them the opportunity to network and exchange ideas with professionals from across the company.

Loiederman Soltesz Associates is also very proud of its tuition remission program, whereby the firm reimburses employees up to \$2,000 per calendar year for undergraduate coursework and up to \$3,000 per year for graduate coursework. The reimbursement applies to classes related to employees' job function or for classes that will enhance their potential for advancement. The firm also supports employee attendance at continuing education opportunities such as outside seminars, lectures, training classes, and conferences, as needed.

