



SYSTEMS WEST ENGINEERS

From the Inside Out

It seems nearly impossible to get an accurate gauge of what it's really like to work somewhere. Some companies look great from the outside, but then the actual employee experience falls flat. In other cases, there may be a vibrant, healthy, and thriving culture within that remains invisible to a candidate that would consider applying. The result is that career moves feel like leaps of faith, and all too often, one move is followed by plans for the next.

That's a lot of risk and uncertainty for a decision about what we do eight hours a day, five days a week, most weeks out of the year — not to mention how we pay the bills, care for our families, and create stability in our lives.

At Systems West, we believe we're on the best-kept-secret side of the spectrum. Once folks come on board, they're delighted by the reality they find on the inside. Then they stick around.

This resource is designed to reveal why that is — to peel back the curtain and build trust with candidates. It combines testimonials from recent hires with the facts and stats you'll be interested to know. Of course, it could all still just be window dressing, but we think it adds up to a clear answer to the question...

Why work at Systems West Engineers?

First Impressions

I researched the company a bit; it was a good fit as an MEP firm. The position was a good step up for me, slightly out of my comfort zone and a good learning opportunity. Some of the projects they're working on were pretty cool, working for universities like UO and OSU — large clients and stability. What swayed me was the people I met. I got really good vibes from them. — **Zach, BIM Manager 2022**

I looked at the website to see what they did... They had some energy case studies about places they had worked with, and it was cool because they were places I recognized, places I've been to. It's one thing when a company presents the impact of their work; it's different when it's in your community. — **Kory, Energy Analyst 2023**

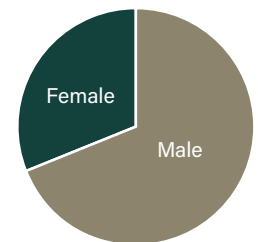
Energy-efficient building design has been on my mind as a career path. I got into manufacturing and it can be hard to get out of that path. The company I was at was a startup and pretty volatile. I was looking for something more stable and predictable, something that was established and had a good reputation, had repeat clients and knew their business. What stood out at SWE was the job description — of all the generic boilerplate things people throw on there, it felt like it was written by a human. There was more personal language that painted a picture of who might work here, like "we're DIYers and bike commuters" — these are my people. — **Andrew, Mechanical Designer 2023**

I liked that it was a small engineering firm. I've only ever worked at giant corporations. It's nice to know everyone you work with. There are certain cultural things that are better at small businesses. There's more transparency. Corporations can advertise their culture but that doesn't mean it's real.

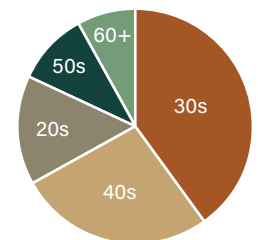
From the outside looking in, you may not realize how many women are in technical positions. I could tell a little bit since there are women in leadership positions. It's an extremely male-dominated industry. Having more technical women on the team just makes you feel better. You feel like it's less likely that you'll be questioned as a woman. There is a precedent set that SWE does excellent things, and there is a diverse team here. — **Emma, Mechanical Designer 2023**

SWE TEAM BY THE NUMBERS

Gender:



Age:



Total Staff: 48

Areas of Expertise:

- Engineers: 15
- LEED Accredited: 6
- Energy Analysts: 2
- Certified Commissioning: 2
- Certified Lighting Designer: 1

Average career experience: 13 years

9-year average turnover: 1%

Hiring



My conversations with Brian, Adam, and Amber were the primary factors for me considering this role above the other opportunities that presented themselves. I saw this company as an opportunity to be a part of something secure and stable. The conversations were very neutral, open, and respectful. This allowed natural conversations to flow freely without feeling judged or pressured to produce answers I felt they wanted to hear. — **Andrew, Commissioning Tech 2023**

I appreciated how thorough and intentional the process was. That might not jive with some people that just want one interview. There was a lot of thought put into it — to me that speaks to how important it is to find a good fit, that they take finding good people seriously. — **Andrew, Mechanical Designer 2023**

Once I had my first interview that really hit it home for me. Everyone just seemed so nice and professional. They really cared to find the right person. I knew if they hired me, it meant they were confident I'd be a good fit with the team. Taking the two personality tests was really fascinating and I loved that — they really took the time to get to know me. It wasn't one-sided — I'm not just looking for the right job, they're looking for the right person. If they took this time with me, it meant they did it with everyone else and the team must be solid (they are). — **Hannah, Project Coordinator 2021**

When they were going over the employee benefits, I kept thinking 'you can tell you really care about your employees.' The extent of the benefits and what they contribute — they go above and beyond. — **Julie, Admin Assistant 2022**

PAY & BENEFITS

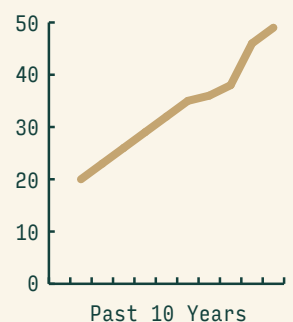
3-year average bonus payout: 9.5% of salary

Average SEP IRA 100% employer contributions: 7.5%

3-year average pay raise trajectory: 6.5% annually

Health insurance: 100% of premiums covered

Average employees per year:



Onboarding

This was my fifth onboarding experience and is amongst the top. On Day 1 they got me into all their systems. They use MS Planner, which had a breakdown of first day, week, month, 60 days, and 90 days, and what should be accomplished in each period. I got up to speed with a bunch of videos and had all these appointments already booked in my calendar. Really smooth onboarding — couldn't have been any better. These first days helped me understand the decision I made to accept SWE's offer will not be something I come to regret. This company is highly organized and is always willing to take input and feedback to better a process.

— **Andrew, Commissioning Tech 2023**

I was really impressed with the onboarding process. I had never used MS Planner — I love it now; it's one of my favorite programs. They had this whole onboarding planner setup. They noted all the tasks I needed to take care of in the first day, first week, etc. I wasn't waiting around to be told what to do next. My boss already had meetings on my calendar to go over stuff together with HR, IT, etc. I didn't have to ask what I was supposed to be doing. — **Hannah, Project Coordinator 2021**

They hire what they anticipate will be responsible, self-motivated people. There is nobody cracking the whip. I took myself through the training process. Instead of drinking through a fire hose, you get what you need to know at a manageable pace and build on more information over time.

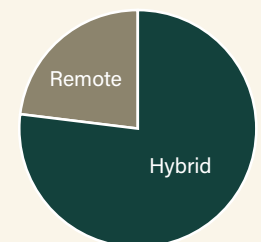
I remember telling Heather this is the best onboarding experience I've had. Maybe it's the engineering mind — there has been a ton of thought and process in everything they do, always updating and improving. They have it planned out for the entire first year. It's all training. They know it's a lot so they plan for how to make it possible. I'm still learning things after a year and a half. — **Julie, Admin Assistant 2022**

Right away they were up front about what the available budget was to get certain trainings / certifications — there wasn't a waiting period for them to be able to invest in me. They already had it available to support me. I can see that SWE trusts the team to hire experts, and then trusts the people they hire.

— **Kory, Energy Analyst 2023**

WORK-LIFE BALANCE & FLEXIBILITY

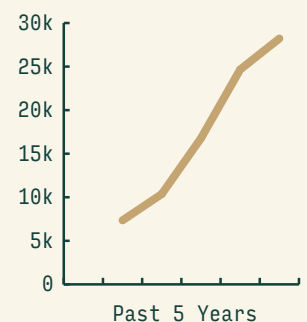
Team distribution:



Work weeks of 40 hours or less (full-time staff): 86%

Average PTO used per year (vacation, holiday, sick time): 5+ weeks

Total alternate transportation miles (carpool, bike, transit):



Mission & Values



I've been blessed and impressed with my coworkers. They are who they say they are, and they hire around their values, so it makes for a really great environment. I was on the events and sustainability committees — for everything they say is important to them as a company, they make it a focus. Fun is important, so they make it a priority. Community is important, so they make it a priority. There is a lot of intention in everything, including having fun. — **Julie, Admin Assistant 2022**

The last company I was with had their mission statements and mottos all over the office, but it wasn't really followed. The mission SWE brings home is to elevate — they really try to elevate everyone; like with the career development plans, where you know you're not stuck and you can move up or laterally. — **Hannah, Project Coordinator 2021**

You can see your work take shape in the Oregon community. There is more of a direct line between your work and its impact. I really like that there is a great sense of community. People like doing things together; there are a lot of events for employees. I'm generally a pretty introverted person, so reaching out to people can be a little intimidating. Having these community events makes it easy for me to go talk to people. That also makes it easier to ask work-related questions. — **Emma, Mechanical Designer 2023**

You can tell everyone here wants to do their best because they are always asking each other a lot of questions. Do you think this is the best way to do this? What do you think about that? Even listening to a client conversation, I hear a big difference in them considering everything and always wanting to find the best way. — **Kory, Energy Analyst 2023**

COMMUNITY PARTNERSHIPS

Legacy clients: University of Oregon, Oregon State University, Energy Trust of Oregon, Bend-La Pine School District, Oregon Department of Administrative Services, City of Eugene, Lane County

Repeat vs. new clients: 80/20

Active industry affiliations:

- American Society of Heating, Refrigerating and Air-Conditioning Engineers
- Construction Specifications Institute
- American Institute of Architects
- Institute of Electrical and Electronics Engineers
- Building Commissioning Association
- Building Commissioning Certification Board



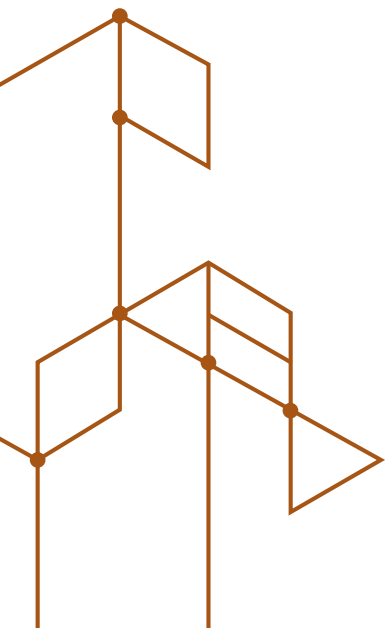
Team Support

Nobody talks down to anyone, it's more like let me bring you up to my level — you don't know what you don't know, so let me educate you. I see Adam (the CEO) go out and sit down with a brand-new hire and explain why we do things a certain way — kindly and gently walk someone through something with patience and understanding. That trickles down from the top. I've seen it across departments. — **Julie, Admin Assistant 2022**

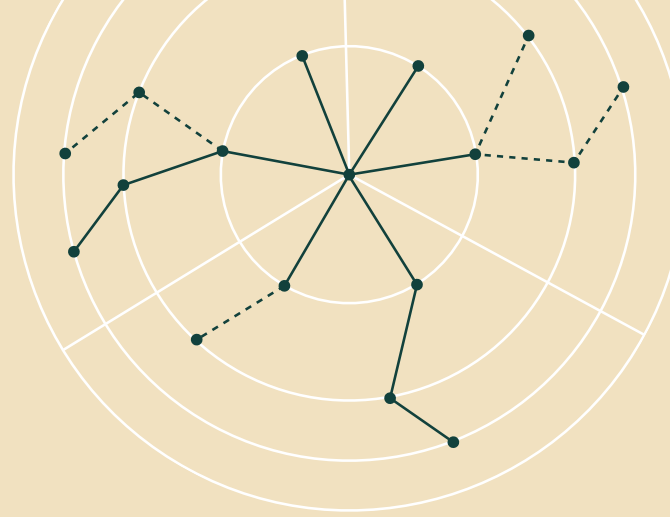
In fields like engineering, I've seen a sense of having to earn your place on the team. When you're new you're not really part of the in-group. That doesn't exist at SWE — once you make it on the team, they are really excited for you to be there and show a lot of trust in you. You can ask questions without feeling like people think you don't know what you're doing. — **Kory, Energy Analyst 2023**

SWE cares about your career path and wants you to be moving in a direction that you want to pursue. They use a career development plan and take the time to discuss possibilities, then meet with you quarterly to see if your path is still achievable and how they can help move you forward. I have never experienced this in my 20 years of working in a professional environment. — **Andrew, Commissioning Tech 2023**

It's a supportive culture that lifts people up. It's laid back in that's flexible — we had twins late last year and they were very understanding. "We get it, you need to do what you need to do." The kids get sick and my wife or I need to stay home, and that's understood. I'm used to something more rigid where you need to come into work to do your work. They're very trusting, my manager doesn't micromanage me — I get a lot of freedom to do what I need to do. — **Zach, BIM Manager 2022**



Growth Trajectories



Meredith Osborn joined SWE as a mechanical engineer in 2020 and has already grown into a project manager.



Brian Barks joined SWE after a few years with a controls contractor. He started as a newbie in Commissioning, leveled up into a CX Engineer, then project manager. Now he leads our Bend office as lead CX Engineer and branch manager as well as shareholder of the firm.



Dorrie Matthews evolved from a mechanical designer to a project engineer before becoming an energy modeler as part of our Advanced Design Team.



John Hanan started as an intern, joined us as a CAD operator and is now our BIM Production Supervisor.



Tyson Oleman started as an intern, joined us as a mechanical designer, obtained his PE and became a project engineer, and most recently began his journey to become a project manager.



Heather Cooney got started as our office manager in 2014. Today she is our Director of Business Operations and a shareholder of the firm.



Adam Mangrich, our CEO and Director of Commissioning, started at SWE back in 2004 as a commissioning engineer and gradually expanded his technical and soft skills while moving through the ranks and ultimately taking the helm.



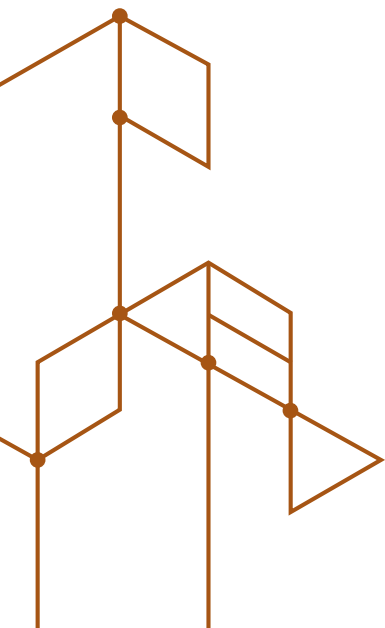
Culture

It's an engineering company — in the office it's pretty quiet; most people are heads down doing their work. There are times when people are more collaborative when they need to be. For me it's a very flexible place of employment, and everyone there is very kind. I was captivated by the energy they have — you can tell the leadership and the team are passionate about what they do. It's nice to work with people like that. You can rely on people to get things done. — **Zach, BIM Manager 2022**

Everybody likes each other and enjoys being around each other. One thing I didn't like about my last job was a lot of cliques, and that doesn't exist here. It's relaxed but professional. They're fun, they like to make sure everybody enjoys work. I like that there are different committees people can work on. We have events like parking lot barbeque or pie day. — **Hannah, Project Coordinator 2021**

The only surprises have been good surprises like company-sponsored lunches, after-work events, or tickets to local football games. It's a friendly work environment with great people who all love their jobs. We get shout-outs from upper management when we exceed expectations — they do a great job acknowledging hard work. — **Andrew, Commissioning Tech 2023**

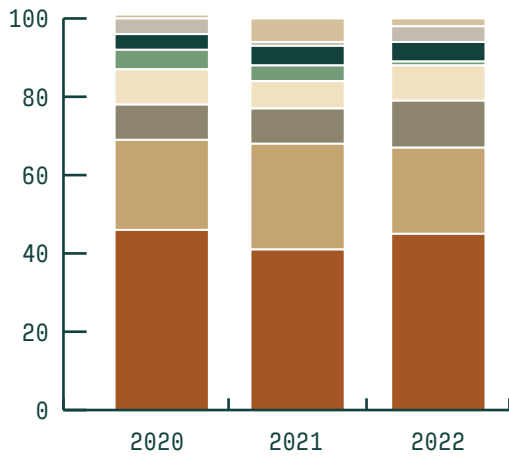
It's the best culture I've ever experienced. One of the things I really like is how not pressurized, not stressful the environment is. I'm given the time and the space... It's nice to be seen as a person and not as a machine. I never feel like I'm drowning or don't have the support I need. — **Emma, Mechanical Designer 2023**



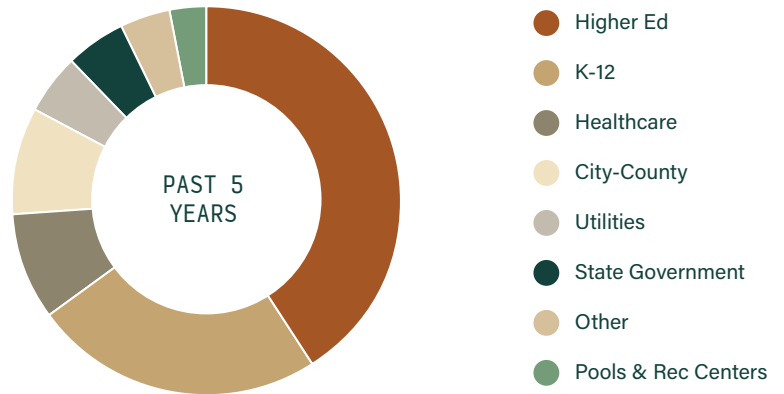
Services & Projects



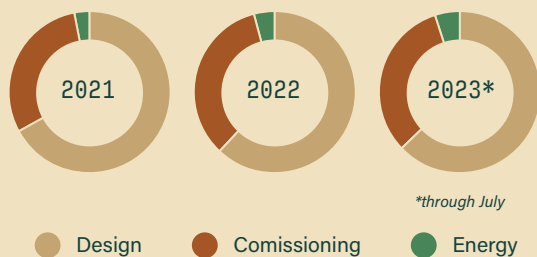
Market % Comparison



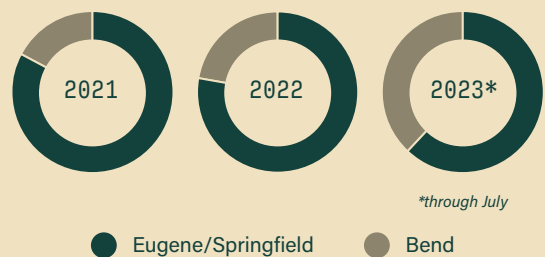
Project Type %



Revenue by Service Line



Revenue by Location



Projects on the Boards



DESIGN

- City of Bend Public Works Campus Progressive Design Build, New construction
- Oregon State University Heat Plant, Renovation/Repurpose, \$36 million, 23,000 square feet
- Lane Community College Science Building Renovation, \$23.5 million,
- City of Grants Pass Caveman Pool Renovation, \$6.4 million, 4,320 square feet
- Lane County Central Plant Upgrades



COMMISSIONING

- Beaverton High School, New construction: \$253 million, 290,000 square feet
- Oregon State University Jen-Hsun and Lori Huang Collaborative Innovation Complex, New Construction, \$213 million, 150,000 square feet
- St. Charles Redmond Cancer Center, New Construction, \$90 million, 30,000 square feet
- Deschutes Central Library, New Construction, \$82 million, 100,000 square feet
- Benton County Courthouse and District Attorney's Office, New Construction, \$52 million, 40,000 square feet



ENERGY

- University of Oregon Knight Campus Phase 2 energy analysis, New Construction, \$500 million, 185,000 square feet
- Oregon Department of Administrative Services State Data Center Technical Analysis Study
- Metolius Elementary School Technical Analysis Study

Living in Eugene & Springfield



Eugene, Oregon, (and neighboring Springfield by association) is **ranked amongst the most livable cities in the US**. Here are some of the many reasons we're happy to call this place home:

- Geography — You can get to the Oregon Coast or Cascade Mountains in two hours or less.
- Getting around — The average commute time is 16 minutes.
- Bike-friendly — Eugene is a certified **Gold Level Bicycle Friendly Community** and ranked #3 in the nation in the **2019 PlacesForBikes City Ratings**.
- Collegiate sports — UofO's Autzen Stadium, Matt Knight Arena, and Hayward Field host elite D1 NCAA sporting events, not to mention international competitions.
- Outdoor activities — Easy access to hiking, camping, fishing, stand-up paddleboarding, kayaking, skiing, snowboarding, and mountain biking.
- Clean power — Community climate action has resulted in one of the **cleanest power portfolios in the nation**, with roughly 80% coming from hydroelectric and almost no power sourced from fossil fuels.
- Weather — We have a "Mediterranean" climate, meaning warm, dry summers (50°F to 80°F) and cool, wet winters (35°F to 48°F). We average 155 sunny days a year and 46 inches of rainfall.
- Family-centric — Between the community values alignment, the variety of school options, and diverse employment markets, families of all kinds can find what they're looking for here.

VOLUNTEERISM & PHILANTHROPY

- ACLU of Oregon
- Cascades Raptor Center
- Community Supported Shelters, Conestoga Huts
- Connected Lane County
- Deschutes Land Trust
- Eugene Makerspace
- Food for Lane County
- Greenhill Humane Society
- Healing Reins
- Hope & Safety Alliance
- Hope Ranch Ministries
- Kids First
- NAMI of Lane County