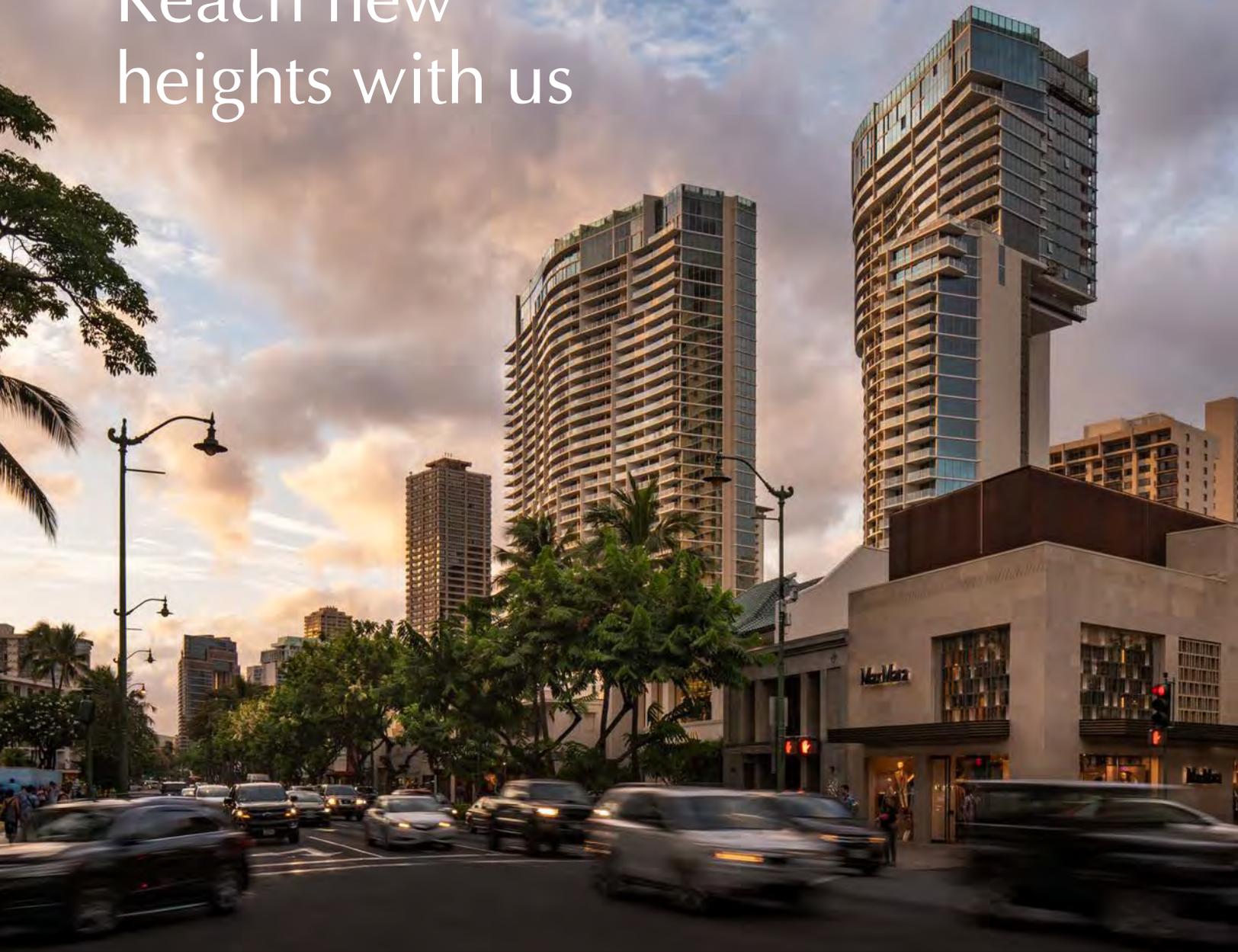


Reach new heights with us



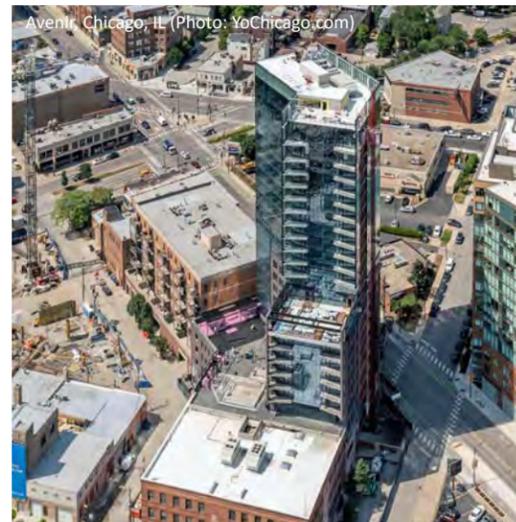
About BASE

At BASE, we start with an understanding that every project is unique. That's why we are so passionate about collaborating with owners and architects, design teams and builders. We believe that through communication— drawing on each other's experiences and knowledge— we can assist the team in lowering the risk of undesirable project outcomes.

We are a small business with an intimate work environment to match, but an impressive project portfolio comparable to larger firms. Our emphasis on creative collaboration from project conception to topping-off is what distinguishes us from other engineering firms.

Known for our diverse expertise, we excel in a wide range of project types including high-rise, transportation, healthcare, commercial, hospitality, residential, and high security national defense projects. BASE has built its reputation as an innovator and leader in not only full-service structural engineering, but also in more specialized services such as forensics and contractor services for both the private sector and government agencies.

We are also one of the leading structural engineering consulting firms addressing protective design, with extensive experience incorporating Department of Defense (DoD) antiterrorism standards on new construction, major renovations, and historic facilities. Our diverse regional locations present opportunities to design buildings in some of the most remote, seismically active and hurricane/typhoon-prone areas on earth.



Who We're Looking For

The ideal candidate should be:

- Self-motivated, passionate, and inquisitive.
- Honest and trustworthy.
- Technically sound in the fundamentals of engineering.
- Willing to put in extra effort when needed.

If you have these qualities, want to be part of a close-knit boutique firm and work on unique and challenging projects around the world, come join us.



Pierce Terrace Elementary School, Columbus, SC

Our Benefits

Compensation

BASE offers wages and salaries that are competitive with other employers in the industry. Compensation reviews are typically conducted annually.

Biannual bonuses are also awarded depending on factors such as company profitability and employee performance.

Medical Insurance

After one (1) month of service, full-time employees receive 100% employer-paid medical, dental, prescription and vision insurance. A Section 125 Flexible Spending Plan is available to employees at their own expense.

Subsidized fitness center memberships are available to all medical plan participants through the Active&Fit® program.

100% employer-paid life and long-term disability insurance for all eligible employees.

Retirement Plans

BASE's 401(k) plan is atypical with employer contributing 5% towards retirement with no contribution required by the employee. In addition, employees may also contribute pre-tax dollars towards their retirement plan.

Licensing Assistance

BASE pays for the cost of the SE licensing exam if the entire exam is passed. The firm also provides assistance with license renewals.

Holidays

BASE observes 10 paid holidays per year, including Christmas Eve and New Year's Eve.

Vacation and Wellness Leave

Full-time employees receive 12 days of vacation per year for the first five years of employment (prorated one day per month of service after completing three months of service). Starting at the sixth year or upon getting their SE license, whichever occurs first, the allowance is increased to 16 days per year. Starting with the 11th year, the allowance is increased to 20 days per year.

Full-time employees receive five wellness days per year (accrued at 3.33 hours per month after completing three months of service).

Educational Assistance

BASE is committed to hiring and retaining highly qualified staff dedicated to advancing our industry and themselves. Full-time employees may continue their education through technical classes or seminars related to our core business. BASE may reimburse all or part of the registration or tuition cost for industry-related courses.

We also have a technical library with journals, books, and codes, and provide numerous continuing education webinars annually at no cost to employees.

Employee Referral Program

BASE pays a referral bonus to any employee who refers a candidate subsequently employed by the firm.

Our Culture

Our Values

Values are more than words. They are a set of behaviors. That's why at BASE, we measure our success as an organization by the way we conduct ourselves. We strive to be friendly, fair and compassionate. We've kept our core values simple:

- We treat individuals with respect, knowing they will respond by giving their best.
- We require complete honesty and integrity in everything we do.
- When we make commitments, we live up to them. We strive to be responsive and to always do what we say we are going to do.



Our People

We are proud to have employees who are not only enthusiastic about their work but who are also making a difference by volunteering in community organizations and professional associations. Our employees have volunteered for structural engineering associations, Teach for America®, and Engineers Without Borders, just to name a few. We have also dispatched our staff to provide assistance in the aftermath of the 2015 Nepal earthquake, 2010 Haiti earthquake, 2009 Samoa earthquake and tsunami, and the 2006 Kiholo earthquake on the Island of Hawaii.

Our Activities

Being passionate about engineering does not mean being stuffy and boring. An occasional practical joke or competitive game of ping pong helps us unwind during our work day. Our dedicated employees work hard, so to thank them and their families we invite everyone to events such as BASE Night at the Movies, sporting events, and company parties. We also encourage the health and wellness of our employees and their families through sponsoring them in activities such as charity runs, obstacle course races, and other fitness events.

