

BEST FIRM

PWGC is about life paths for employees

Enviably perks and workplace practices make them a Best Firm.

By BRYAN SULLIVAN
Correspondent

Promoting a positive workplace sounds like typical corporate jargon. However, when a company addresses the real issues that affect employees – such as health care, time off, adequate work environs, retirement plans, housing costs and more – it's more than talk.

P.W. Grosser Consulting, Inc. (Bohemia, NY), a 58-person civil engineering and environmental engineering services firm, believes the above is a win-win approach to business. That belief has helped make PWGC the No. 7 Best Civil Engineering Firm to Work For in 2011.

Success is all about taking care of your team, says Paul Grosser, PWGC founder, president and CEO.

"PWGC's exceptional workplace practices are effective and creative; they improve and strengthen employee relations and loyalty, and promote a positive workplace culture," Grosser says. "We have institutionalized a high level of teamwork and communication and offer rich healthcare benefits, paid 100 percent by the firm, which include: medical, dental, prescription and life insurance for all employees and dependents at no cost to any employee."

PWGC also provides a generous time off program where employees receive 18 paid days off after three months of employment, plus 10 paid holidays. A 401(k) plan with a company-match of 3 percent is offered, along with the ability to participate in the "Employer-Assisted Housing Program" with Long Island Housing Partnership and Suffolk County.

"To date we have successfully assisted five employees with the purchase of their own home with our \$5,000 net



PWGC FAST FACTS

How many employees? 58

Location: Bohemia, N.Y.

Number of offices/locations: Four (Bohemia, New York, and Syracuse, N.Y.; and Seattle).

contribution that was turned into up to \$37K in down payment assistance and \$35K in rehabilitation," Grosser says. "In addition, we provide tuition assistance, payment of all professional registration fees, and dues for professional organizations."

And if all this isn't enough, PWGC contributes to the Long Island community through charity donations, fundraisers, high school mentoring and shadowing programs, a high school scholarship program, and generous summer internship program.

"With fewer issues on an employee's mind, the more productive a team member, he or she becomes," Grosser says.

RECRUITING MADE EASY. When a company puts its money where its mouth is – good things generally happen. And, keeping a strong benefits package makes finding and keeping staff easier.

Deanna Lantieri, director of HR, has been with PWGC for five years.

She says that, "PWGC's benefits package makes my job, when recruiting, a very easy one. The benefits and family-friendly culture, along with a cooperative atmosphere, truly makes this a sought-after firm to work for. We also review employees and provide pay increases twice a year. PWGC thinks outside the box when it comes to career paths, but more importantly life paths."

HAVE A PRESENCE. So, what has driven senior management to create this type of work culture? In a nutshell,

York, and Syracuse, N.Y.; and Seattle).

What do they do? PWGC is an environmental engineering services firm providing environmental and engineering project management.

Areas of practice are diverse – water and wastewater, contamination investigations, remediation, environmental compliance, permitting, and sustainable energy services for clients in government, commerce, industry, private/public sector.

PWGC sums up its corporate culture as: Flexible and client focused.

it's the desire to be proud of their work and to contribute to society.

Additionally, a strong leader is key and Grosser is just that. He is a recognized authority in the field of civil, environmental, and geological engineering among his peers and within the industry. With more than 30 years of experience, his extensive knowledge and valuable expertise helped establish a solid reputation for PWGC. He is responsible for the firm's business and technical operations and has served as principal on far more than 1,000 projects.

Grosser has been a major presence in the regional engineering community and is a dedicated engineer who advocates for best practices in civil engineering and promotes superior standards of professionalism within the engineering community. He stresses the importance of information exchange among professionals, businesses and the community, allowing for multi-level collaboration. ▀▀