

## Ten Good Reasons to Join the RJA Team

**Rolf Jensen & Associates** – pioneered the art and science of fire protection engineering and today we're trusted by clients around the world to solve their toughest fire protection, security and media technology challenges. In order to provide our clients with a higher level of integrated consulting than any other firm, we need the best technical and management talent in the world. Here's what we offer:

**One... the most challenging project opportunities.** The best get the best. It could be the world's tallest building, a renowned cancer treatment hospital, a one-of-a-kind auditorium, a leading university campus, or the Capitol of the United States. So bring your "A" game, because we'll expand your horizons with every project.

**Two... a world of locations.** With offices in sixteen U.S. cities as well as Shanghai and Macau, you have a range of choices for where you want to live and work, whether it's your base office or an onsite project assignment.

**Three... a salary to match your capabilities and the finest benefits package in the business.** We invest in the best talent both in recent engineering school graduates and veteran consultants. Your salary will be more than market competitive with benefits that are unmatched in our industry including life, health, dental, vision, disability and identity fraud insurance; discretionary bonuses; paid vacations and holidays; and a company-matching 401(k) plan.

**Four... a multitude of career paths.** With the ability to move between our three core functions – technical, business development and management – you'll never find yourself at a loss for career opportunities. We also offer a mentoring program to help guide you along the way.

**Five... an option to own a piece of the company.** As part of an employee-owned company, you'll have the opportunity to invest in your own destiny through regular stock offerings. In the past two years, our stock has increased 30% in value.

**Six... the opportunity to work with the very best people.** True, it starts with talented and experienced professionals, but every company has good people. What keeps us ahead of the crowd is our ability to integrate diverse talents into cohesive project teams that exceed the expectations of our clients.

**Seven... the advantage of a learning environment.** RJA people never stop learning. Through participation in our technical seminars and training programs as well as active involvement in organizations like NFPA, SFPE and ASIS, you'll be able to develop superior technical and business skills.

**Eight... a commitment to innovation.** We call it "continuous improvement." You'll call it the freedom to push the envelope of technology in every area from performance-based design and computer modeling to client/project websites and operating processes. If it's good for our practice, we'll support your bright ideas.

**Nine... a chance to be recognized for your accomplishments.** Most people in our company feel that spending their time saving lives and protecting people and property is reward enough. However, everyone likes to be recognized. So we honor "above and beyond" achievement with periodic Spot Rewards. We also take time at our annual shareholders' meeting to pay tribute to those people and teams who've been nominated by their peers for demonstrating excellence in serving our clients.

**Ten... a culture based on "doing the right thing."** We live by a simple code of values. The most important one is "doing the right thing" both ethically and professionally. It's non-negotiable with no exceptions and this value is practiced by everyone in the company, from interns to the CEO.

