



***Strategic Advisors. Sustainable Solutions.
Simplifying the Complex.***

A Career at PPM Consultants.

Making the right choice.

Let's face it- professionals in today's marketplace have options. Large international corporations. Small home-town firms. And all sizes in between. So how do you make the right choice? Let us tell you why we believe PPM Consultants is the right choice for your career, whether you are just now embarking on your journey, a seasoned professional seeking something different, or somewhere in between.

PPM is always looking for top-notch people to join our team. We are experiencing significant growth, consistently ranking on the ENR 200 list of largest environmental consulting firm in the country. PPM creates a unique work environment that encourages entrepreneurship, rewards success, respects the needs of our employees and their families, and allows those who work hard to achieve their full potential.

Who we are and what we do.

For three decades, PPM Consultants has been assisting our clients managing their environmental challenges by offering strategic and sustainable solutions to the complex environmental issues they face. We offer a full range of air, water, and waste compliance consulting; environmental due diligence; soil and groundwater assessment and remediation; brownfields redevelopment; and other related environmental services to the energy,

petroleum marketing, manufacturing, commercial and governmental markets. With core offices located throughout the Southeast, we offer advisory services nationwide and are consistently ranked by Engineering News Record (ENR) as one of the 200 largest environmental firms in the U.S. The services we provide make a difference: in the success of our clients' businesses, in the environment, in our communities, and in the lives of our team members.

While our technical approaches and solutions may change with the times, some things do not. We believe our success is based on our unwavering commitment to simplify and solve our clients' environmental challenges. We recognize that the success of our organization is inherently tied to the success of our clients. Our clients succeed when the delivery of our services lowers their costs, decreases their environmental liabilities, and allows them to get back to focusing on their core business. We measure success by one other yardstick: the establishment of long-term relationships.

Our Core Values.

PPM is unified around a central core value: to run our practice by the time-tested principle of *The Golden Rule*. This means treating clients, team members, vendors, regulators, our communities, and everyone our business touches as we would like to be treated. This principle has guided the firm from the beginning, and we are confident that continuing to work and live by it will not only make the world a better place, but will provide the foundation and culture for our staff to thrive, our firm to grow, and our clients to succeed.

The PPM Team.

We continue to attract, develop, and retain great people who have a passion for working on challenging projects that will grow their technical and leadership skills. If that sounds like the path you envision for your future, we invite you to embark on a career with PPM. We employ a diverse group of professionals and support staff dedicated to working as a team for a common cause, and seek talented team members in the following areas:

- Technical (engineers, geologists, environmental scientists, toxicologists, draftsmen, technicians, health and safety professionals)
- Management (project managers, department managers, office managers, regional managers)
- Finance, accounting and human resources professionals
- Sales and marketing professionals
- Administrative/support personnel for all departments

Regardless of your chosen field, we are confident that we can provide you with the environment and opportunities you are seeking to achieve your full potential. But don't take our word for it; listen to what some of our staff members have to say:

"I joined PPM as a part-time technician while in college. After finishing my degree, the company consistently provided me with opportunities to grow as a professional and as a person, never hesitating to allow me to take on as much responsibility as I could effectively handle. It is extremely satisfying to now be a part of the top management team, and I continue to be excited about where the firm is headed".

Shawn Ivey, Principal and Regional Manager

"My early experience working for large firms left me disillusioned. PPM provided me with the perfect environment for my career to flourish. They care about me, and I really love the culture here".

Michelle Jones, Project Manager

Where we work.

Although we have eight regional offices in the Southeast, we are not bound by any physical location. We have completed projects in over 26 states and Canada, and our clients trust us to provide the expertise they need to solve their issues across a wide geographic area. We utilize technology to connect our consulting teams to clients, facilities, and resources to meet

their needs, and willingly travel as needed when boots-on-the ground are required.

The PPM Difference.

There are a lot of good firms you could go to work for. However, most talented people want to work for a *great* one, which we believe is most often determined by the culture of the firm. At PPM we work hard to foster a "culture of success" that makes work an enjoyable experience. This culture is based on the applying the simple truth of The Golden Rule by treating others the way we want to be treated. Key elements of the PPM culture include:

- Employing managers that care about you and your family
- Openly sharing with everyone how the firm is doing
- Providing regular feedback on your performance
- Encouraging new ideas
- Allowing flexible schedules and hybrid (remote work) options
- Providing the right training so you can advance in your career
- Rewarding individual performance
- Regular sharing of the company profits through bonus programs
- Owners that are approachable and are engaged with the team, clients, and projects
- Providing services and work products that you can be proud of
- Big-firm organizational and operational systems with a small-firm environment

All of this goes into creating a culture that makes you want to come to work. We call it a "culture of success": a culture that flows from and through us enhancing our staff members, our clients and the communities we serve.

Diversity, Equity and Inclusion.

PPM is committed to fostering a diverse and inclusive company that provides equal opportunity and promotes mutual respect, for all, regardless

of race, ethnicity, ancestry, national origin, citizenship, language, age, gender, sexuality, disability, socioeconomic background, or religious beliefs. We have developed a position statement that provides a deeper dive into this important issue.

PPM gives.

PPM believes in sharing our time, talent and resources with those in need and to make the world and our communities a better place. This happens at both the corporate and office level, and we encourage and support team members with involvement in their local communities. Examples include STEM programs, athletics, local foodbanks, scouting, World Outreach, Samaritan's Purse, Never Thirst, and other programs based on each office's region of operation.

Investing in you.

PPM understands that our overall success is achieved by the collective individual success across the firm, and people are what we value most. We also understand that to move forward we must provide the proper training and resources to help you succeed. Our commitment to invest in your success starts with our detailed orientation program your first day on the job, and continues throughout your career with regular in-house technical training sessions, webinars, and mentoring programs, as well as outside attendance at conferences and seminars. We provide financial support for advanced educations and professional registrations and certifications. We also invest in the latest technology, hardware, software, instruments and equipment to enable you to provide superior services to our clients.

Benefits built around you.

We have worked hard to build a benefits package that is typically only found in much larger firms. These include:

- Competitive wages
- Flexible work schedules

- Top- notch Medical, dental, and vision insurance
- Flexible spending accounts (cafeteria plans) that save you tax dollars
- Short and long-term disability insurance
- Employee assistance program
- Life and Accident insurance
- 401(K) Retirement Savings Plan
- Tuition Reimbursement Plan
- Robust vacation, sick, and holiday pay
- Quarterly Incentive Profit Sharing
- Shirts, hats, and protective clothing

Challenges and Rewards.

We won't hold any punches: the business of environmental consulting can sometimes be challenging. Long days in the field. Late nights finishing a report to meet a tight deadline. Demanding clients. Complex regulations to decipher.

But with these challenges come great rewards. Satisfied clients that laud your efforts and give you repeat business. Work products authored by you. Advancement in compensation and responsibility. Flexibility in work schedules. A workplace that you enjoy being a part of. Recognition from your peers. A cleaner environment.

And perhaps best of all, a job that never leaves you bored, as our business creates opportunities for you to experience a wide range of activities allowing you to grow in ways you never imagined. From boots to boardrooms, come and experience all the excitement and ever-changing landscape that the environmental consulting business has to offer at PPM.

Why Join PPM?

While PPM has enjoyed close to three decades of success, we have just launched a new Strategic Plan that will help us achieve even greater heights. The planning process began with a deep study of how our employees feel about the firm and how our clients feel about our services.

The responses were benchmarked against the highest-ranking firms in the industry, and we were pleased to see that we ranked among the best firms to work for in most categories. The information was used to refine our vision (*Elevating Staff, Creating Growth, and One Firm/One Culture*), along with the objectives, initiatives and action items needed to achieve this vision and take us to the next level. All of this will be accomplished with the core values of The Golden Rule. The level of excitement and depth of our firm culture is off the charts, and there has never been a better time to join PPM. Our management team is committed to providing our professionals with the resources needed to help them succeed, and we encourage you to explore what we have to offer.

Join our Team.

So, we have your interest – what’s the next step? Simply click here to arrange delivery of your resume through our on-boarding platform and a possible interview with one of our managers. We treat all inquiries with a high degree of importance, and promise to respond to your inquiry promptly, treat your information confidentially, and follow through on any commitments made to quickly move you through the hiring process.



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