



# BUILD YOUR FUTURE.

**At PC, we construct buildings, facilities and infrastructure that strengthen and connect the community. We plan. We build. We create solutions. And we do it all with a team approach to success – BUILDING STRONGER, TOGETHER.**

When talented people join the PC team, they become more than just an employee – they become an owner. Our diverse team of employee-owners makes us a better company, helps us make better decisions, and drives the best results every day, all guided by our core values. People First. Take Ownership. Deliver Excellence. Smart Growth. These values drive our daily actions and we never stop raising the bar.

**This is what we believe in. This is who we are.**

Being part of the PC team brings opportunities to learn, grow and build a future where every day is more exciting than the last. From high-altitude remote resorts and urban environments to the heart of college campuses and operating treatment plants, you'll be exposed to everything that makes this business so rewarding – new experiences, complex solutions, and a chance to leave your mark for future generations.

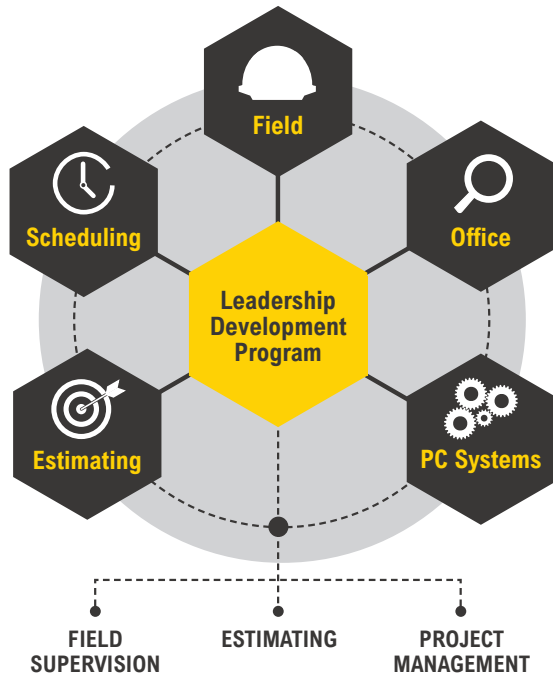


**LEARN MORE:**  
[pcconstruction.com](http://pcconstruction.com)

# DESIGN YOUR PATH WITH OUR LEADERSHIP DEVELOPMENT PROGRAM

PC's Leadership Development Program is one of a kind with roots dating back over 40 years. It is built on rotations that combine on-the-job experiences with regular feedback and mentoring from skilled construction professionals and executives.

## What will your path look like?



## Customized rotations to guide your learning process.

**Field:** This field management rotation will allow you to gain experience with the skills required to successfully manage a construction project. You will coordinate subcontractors, lead PC crews and take responsibility for a building, structure or aspect of the project while strengthening your safety management and knowledge of Lean principles.

**Office:** This rotation will build and fine-tune your technical, communication and problem-solving capabilities. You will gain experience with all project documentation including contracts, change orders, requisitions, drawings, specifications, submittals and RFIs while building strong relationships with subcontractors, architects, engineers, and owners.

**Scheduling:** This rotation provides a thorough understanding of the scheduling process from building a baseline schedule to managing monthly updates and delays. You will work with project teams to identify and manage risk on critical activities and learn how changes can impact the project schedule, as well as some advanced techniques such as resource loading, recovery planning and customized reporting.

**Estimating:** Whether the project is a water treatment plant or an academic building, the estimating team sees it and builds it first – virtually. You will work closely with an estimating mentor to interpret project drawings, compile project estimates and participate in each aspect of the bid cycle from initial plan review to bid day.

**PC Systems:** This rotation provides a more in depth look at the systems and departments that support and enhance the work performed by our operations teams. You learn more about the great work of our Virtual Construction, Project Controls, and Project Engineering Central groups, as well as our Back to Basics approach to project execution.