



### **Greetings,**

Hensel Phelps Construction Co. will be recruiting Construction Management, Civil Engineering, and any other students interested in a Construction career at your Campus on November 2, 2011. Hensel Phelps would like to extend this invitation to National Society of Black Engineers (NSBE), Associated General Contractors (AGC), Society of Hispanic Professional Engineers (SHPE), Society of Women Engineers (SWE), American Society of Civil Engineers (ASCE), and all other organizations that can benefit from this recruiting effort. It is our corporate commitment to recruit, train, retain, and promote a diverse workforce, which starts at a collegiate level.

### **Background**

Hensel Phelps Construction Co., an employee-owned company, prides itself as a distinguished general contractor and construction manager ranked among ENR's top 20 in the nation. Hensel Phelps employs over two thousand supervisory personnel and craftspeople nationwide. As a multi-billion dollar construction company, we strive to diversify our employee mix, reach out to different construction markets and explore new locations in which to build.

Be a part of Hensel Phelps' time-tested team that values integrity, service, performance, safety, quality and its employee-owned interests. When you begin your career, Hensel Phelps is committed to offering you a challenging, fulfilling and profitable career opportunity. You'll gain unique professional experience and enjoy personal prosperity while working for one of the largest construction firms in the United States. Your chosen career path will take you through craftsmanship and supervisory training as you develop skills and leadership qualities. Or, it will take you into the arenas of competitive bidding, negotiations, design-build enterprises, finance-design-build packages, and partnering. In all cases, you will be an important player in high-profile, one-of-a-kind, award-winning projects.

### **Diversity**

Cultivating a diverse workforce is an important part of Hensel Phelps' culture, an effort backed by the Diversity Advisory Team (DAT), which is a standing advisory group made up of employees from a variety of ethnic and racial backgrounds, and the W-Net, a leadership network of women within the company. These teams provide direction and vitality to Hensel Phelps' mission of developing a diverse workforce, by strengthening the company's recruitment, employee retention, mentoring, and advancement objectives.

Above all, diversity elevates human value and productivity by respecting and utilizing the differences people bring to the workplace. Our workforce diversity also allows Hensel Phelps to be a better reflection of the communities in which we live and work, and to ensure that our employees are the best and brightest in the industry.

As a further extension of these values, the company also has a long standing Small/Minority/Woman Owned Business Enterprise subcontractor and joint venture partner development and participation program. Through this program, Hensel Phelps develops productive business relationships with minority and woman-owned business partners in the industry, which fosters community business development in the markets where the company works.

For employment opportunities, please join us at the information session on November 2, 2011 and bring your resume.

**With Best Regards,  
Hensel Phelps Construction Co. Recruiter**