

**4/26/05: Today I asked our San Diego employees, “What do you like best about Dokken Engineering?”  
Here are their answers:**

The **people** - I've been living in San Diego for a couple weeks and I've already made a great group of friends through Dokken to spend time with grabbing lunch, playing basketball after work and going out on the weekends. The camaraderie, atmosphere and people here are similar to those at Duke.

~ Eric Scherch, EIT Assistant Engineer (Duke '04)

There is a hardworking and professional atmosphere, but the office environment is casual and relaxed. The people here are great and work well together. I also really like the **youthful atmosphere** and energy of the office.

~ Alicia Rice (Falken), Assistant Engineer (Duke '02)

The fact that you can wear whatever you want. Dokken is more concerned with the product of the work that you produce, than what you wear.

~ J. Kessler, EIT Assistant Engineer

The **immediate** and vast amount of **design responsibility** given to new engineers.

~ R. Loya, EIT, Assistant Engineer

The **teamwork** and **congenial atmosphere** foster increased productivity as well as creativity while maintaining a relaxed work environment. There is none of that “everyone must be totally stressed-out” vibe that I so strongly associate with the workplace back on the East Coast.

~ V. Hobson, EIT, Assistant Engineer (Boston Univ.)

Dokken sets realistic time frames, goals and expectations. They allow you to **learn and gain experience** through training and guidance. The managers are willing to put in the extra time to make sure you have the tools to complete a task, and that a subject is fully understood. They express constructive criticism which allows you to feel encouraged and motivated. The people that work at Dokken are not just co-workers; they are also your friends.

~ Kim Jaskot (Univ. of South Florida)

I appreciate the youthful atmosphere at Dokken Engineering; our corporate culture embraces the energy and ideas that young and new employees bring to the company. **High Tech**, we have on-site IT support that ensures our computer systems are running well, I appreciate that the company provides dual monitors to every employee. **Casual atmosphere.** Dokken Engineering encourages a hard working atmosphere – where we do not need to wear a suit and tie every day... Room for **growth and advancement** – if you are a self starter, Dokken Engineering allows you to grow quickly and attain increased responsibility – advancement is not based on seniority or time spent with the company, but drive and effort.

~J. Lemons, PE (SDSU Alumni, Past President – ASCE)

Dokken's **flexibility with working hours** and the work environment. Everyone is busy and has a ton of work but still the environment in the office is relaxed, comfortable and enjoyable. Makes you feel more like really part of a team.

~M. D'Orio, Engineering Technician

The **camaraderie**. Working with the quality of people around here makes the difference. We have a very committed and dedicated bunch that I can easily relate to professionally, as well as personally. That's very important for me, considering you spend your time with these people at least 8 hours a day, five days a week. The projects; the size and complexity of our jobs requires fine tuned engineering at a fast pace. I find that the jobs are exciting and challenging – a great opportunity for anyone in civil engineering. I couldn't imagine learning more in the amount of time I have been here.

~G. Parker, PE (Gonzaga Alumni)

**Currently our San Diego Offices are 50% Female – our workforce is diverse. We have one of the largest Transportation design offices in San Diego. Dokken Engineering is an equal employment opportunity employer.**

**If you have any questions, please contact Eric Scherch, Duke '04  
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Dokken Engineering employees enjoy one of the best benefit packages in the industry. No other firm does as much for the health and welfare of its team. At Dokken Engineering, we care about our "family". Our team ethic promotes successful results both personally and professionally. Full details of any and all components of this benefit package are provided at time of hire. All benefits are available to full-time, regular employees.

### Employee Stock Ownership Plan

Almost every prospective employee asks about the 401(k) plan because they know that the 401(k) will be the most important element in their retirement plan. However, at Dokken Engineering, there is something more. Currently, approximately 1/3 of the company is owned by the Dokken Engineering Employee Stock Ownership Plan. This means that Dokken Engineering employees don't just work for "the company," they work for themselves.

### 401K Plan with Employer Match

There are very few firms that can offer the generous 9% employer match that Dokken Engineering has given its employees for years. You are eligible to join the Dokken Engineering 401(k) Profit Sharing Plan following 30 days employment. If you had a qualified 401(k) plan at another employer, you may roll those funds into the Dokken Engineering plan. In 2005 you may contribute up to \$14,000. A catch up contribution is allowed for those turning 50 within the calendar year. After one year of employment and 1,000+ hours of service, the company will begin matching your contribution dollar for dollar up to 9 % of your base pay.

### Health Insurance

The company provides medical, dental, vision and life insurance to you for \$5.00 per month. At some firms you would have to pay three to four hundred dollars per month to cover your family. At Dokken Engineering, it only costs you \$25.00 per month to cover you and your spouse or \$50.00 per month to cover you, your spouse and dependent children. And this amount can be deducted on a pre-tax basis which saves you even more money.

**Medical Insurance:** You can choose between Kaiser and Health Net medical plans. These plans cover most benefits at 100%, with low co-payments and prescription drug services.

**Dental Insurance:** Our dental insurance carrier is Premier Access. All dentists are covered on the plan. Depending on the dentist you choose, and the type of

service (Preventative/Basic/Major) says what percentage they will cover. Orthodontics is covered too! Preventative services are covered at 100%.

**Vision Insurance:** Vision Service Plan (VSP) provides our vision insurance. We have a 12/12 plan which provides for an eye exam and new materials once every twelve months. There is a \$20.00 deductible each for exam and materials.

### Life Insurance and Long Term Disability

**Insurance:** Life and Long Term Disability (LTD) insurance are there to help when you need it the most. In the event of your death, the life insurance coverage pays a benefit to the beneficiary of your choice equal to one year of your base salary. There is no charge to you for this coverage. The long term disability coverage is to protect employees who are not able to work because of medical reasons.

### Vacations

Dokken Engineering employees work hard. We have demanding clients, intense schedules and challenging projects. We also know the value of getting away, recharging the body, refreshing the mind, and spending time with our loved ones. For this reason, Dokken Engineering has a generous vacation policy and we encourage every employee to take their full vacation every year.

<u>Length of Service</u>	<u>Vacation Time</u>
1 to 5 years	2 weeks (10 days)
5 to 15 years	3 weeks (15 days)
15 and more years	4 weeks (20 days)

### Health and Fitness Benefits

Even the healthiest employees catch the occasional bug. With this in mind, Dokken Engineering employees may take up to 10 days off with pay per year for personal illness.

### Training

The technical and business sides of the company are evolving more rapidly every year. Training keeps us out in front of this wave of change. Every staff member has the opportunity to receive training that can help them be the best they can be at their job. Whether it is management training, engineering software training, hydraulics/hydrology training or even public speaking training, this company knows that investing in its employees is a smart investment. The training is paid by the company and the employee is paid for their training time.