

Benefits

Our benefits program says a lot about our company.

We know our staff is our greatest asset — and our benefits package reflects that.

Haley & Aldrich is a company driven to maximize human potential, and that starts with our staff members. We always keep the well-being of our people and their families top of mind, and we have designed our work environment, benefits package, and opportunities for career growth and recognition to help staff and their families reach their fullest potential.

Benefits program

At Haley & Aldrich, our benefits program focuses on investing in the health and well-being of our staff and their families. We offer the following coverage to support comprehensive wellness.

Specific benefits:

- Two medical insurance options: a PPO copay plan or a high-deductible health plan with a health savings account.
- Dental and vision insurance.
- Short-term disability, long-term disability, and long-term care coverage.
- Pretax flexible spending and dependent care savings accounts.
- A lifestyle and wellness benefit that provides an annual reimbursement of $300 to cover the costs of wellness activities, including physical fitness classes and outdoor recreation.
- A free, always-available confidential employee assistance plan that provides support for the emotional well-being, health and wellness, and daily living concerns of you and any family members.
- A free mindfulness app.

Our benefits plan also invests in our staff members' financial security for today and tomorrow. In addition to our competitive compensation program, because Haley & Aldrich is an employee-owned company, employees may have the opportunity to become shareholders.

Specific benefits:

- 401K plan* and annual matching contribution per payroll.
- A bonus program and the potential for profit-sharing, stock options, and other compensation.
- Life insurance.
- Adoption assistance.
- Pet insurance.
- Legal assistance plan.
- An employee discount benefit that offers exclusive savings on a variety of shopping, travel, and entertainment experiences.
- Commuter parking and transit benefits.

** Staff working less than 20 hours per week only receive the 401K plan benefit. The remaining benefits described on this page apply to regular staff working 20+ hours a week.*

We support a healthy work-life balance and offer flexible work arrangements, part-time schedules, and generous paid-time-off options that you can tailor to your needs.

Specific benefits:

- Eight paid holidays, plus optional community service days.
- Up to 23 days of paid time off, accrued based on full- or part-time status, position level, and length of service.
- Up to five personal days each year, depending on full- or part-time status and start date.

At its core, Haley & Aldrich is a learning organization, and we invest in your personal and professional growth. We strive to make your career development options clear with our thorough, one-of-a-kind internal career path and professional development framework.

Specific benefits:

- Tuition assistance plans.
- Coverage of fees associated with professional development conferences, seminars, courses, memberships, and certifications and licensing.
- Internal technical symposiums.

Haley & Aldrich values our social responsibility and community initiatives, and we support altruistic work on behalf of our employees. We encourage involvement in programs like Engineers Without Borders and Habitat for Humanity and match staff donations.

People are our greatest asset. Get to know the Haley & Aldrich team.



Our sustainability approach

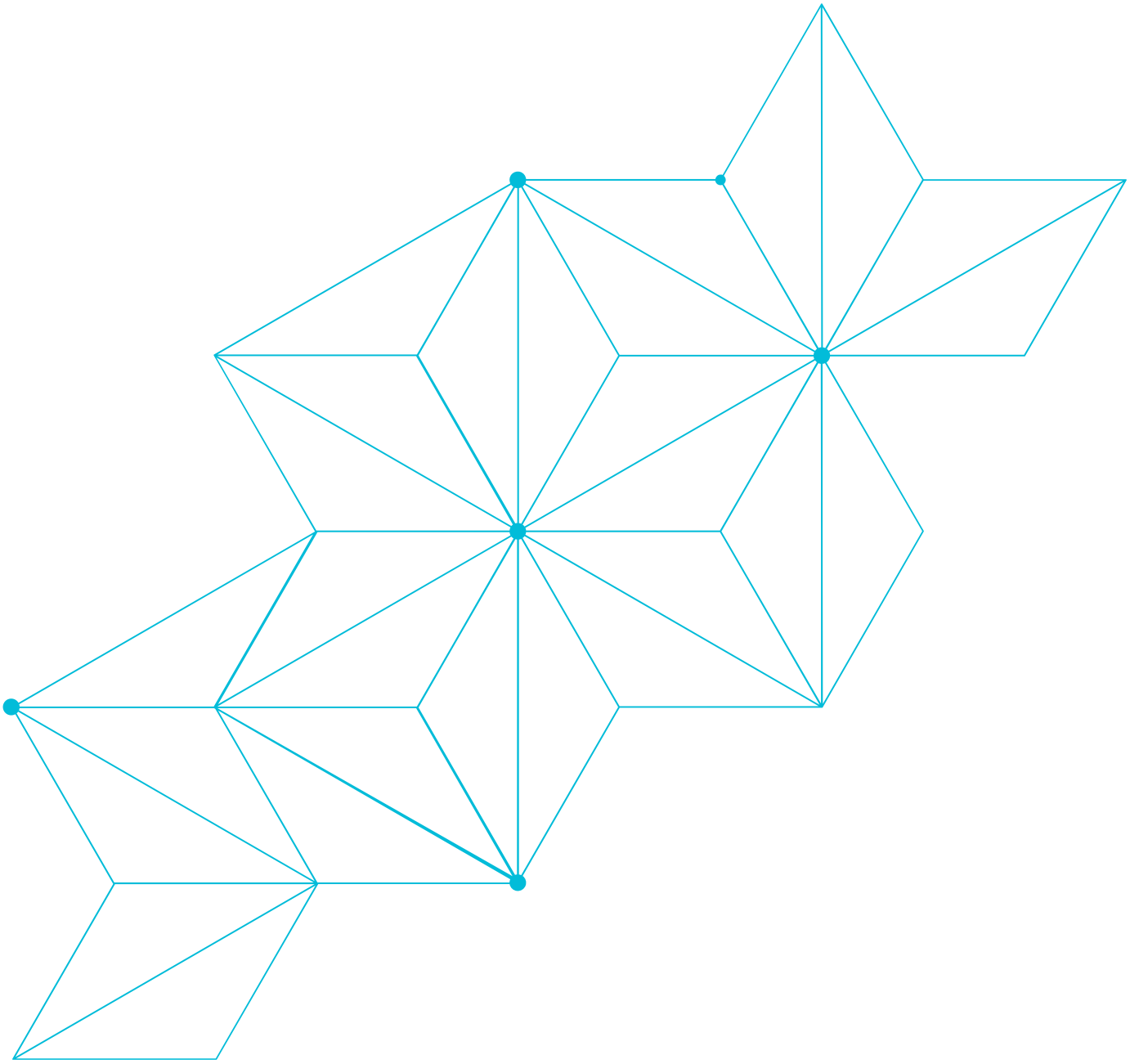
We model our socially responsible practices around what’s best for our clients, employees, and ultimately the world. By approaching our work with care, we advance initiatives to preserve our planet and people for the future.



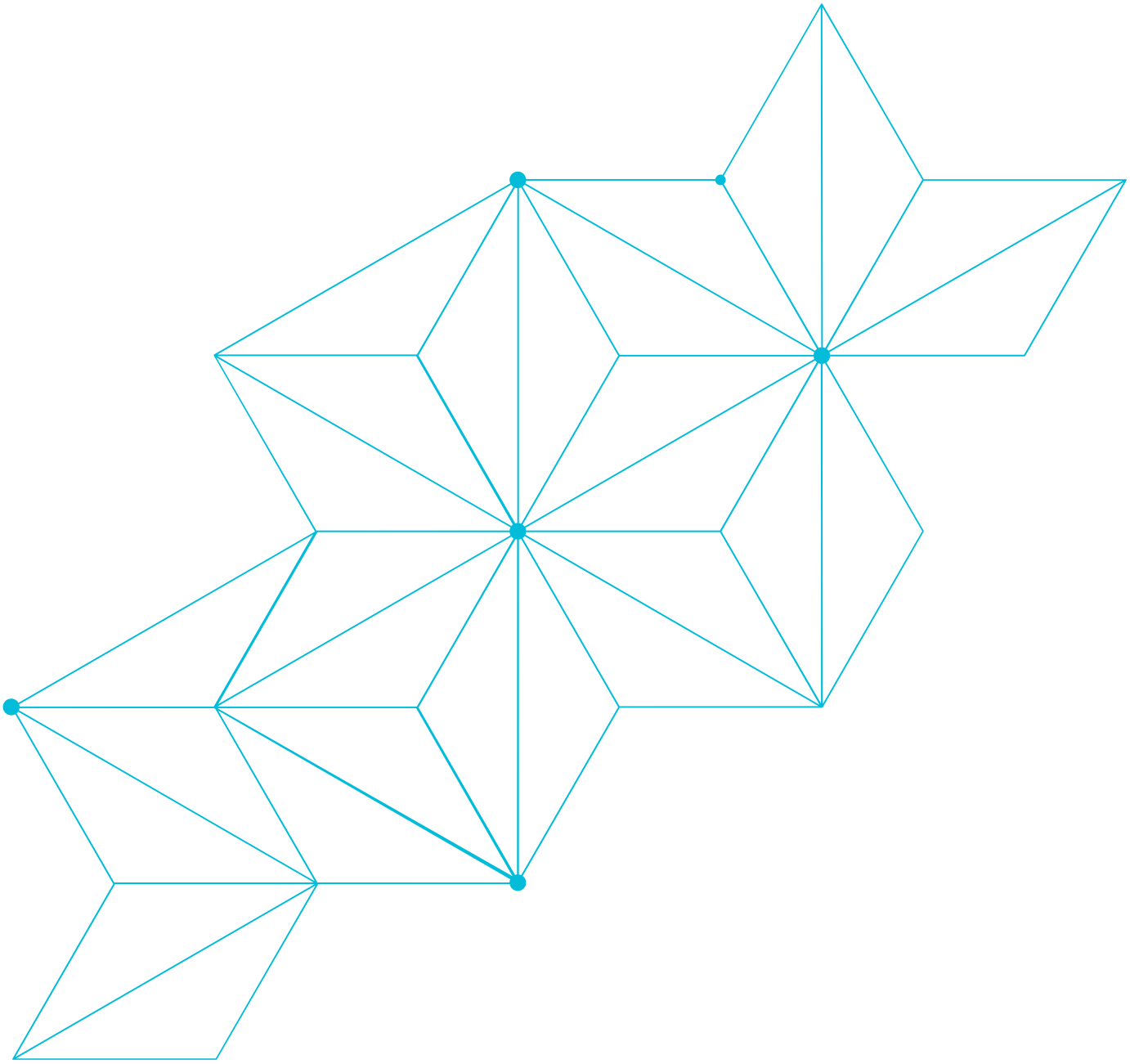
View our locations

With more than 1,000 professionals engineers and scientists operating across more than 40 offices, we draw on experts around the country for creative collaboration and varied perspectives. No matter how straightforward or complex your project challenges, we have the staff to help you succeed.

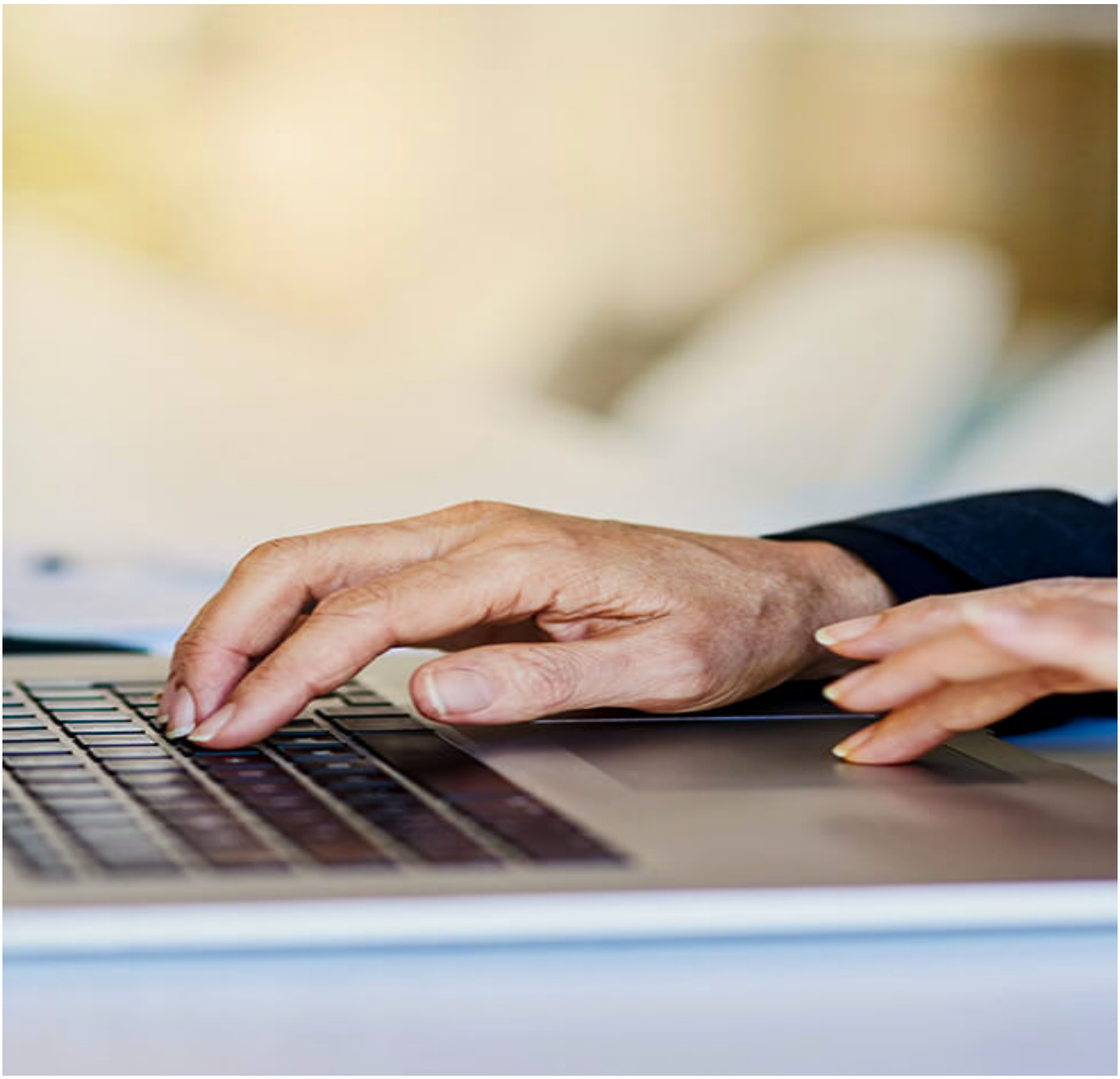
Health and safety is at the core of everything we do.



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Get in touch with Haley & Aldrich today

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