

SARGENT

100% EMPLOYEE-OWNED

“Our purpose is to BUILD...”



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100% EMPLOYEE-OWNED

Pete Parizo
Workforce Development

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Build a Life With Us

Pre-2016

“We skipped the draft” – Herb Sargent, President

Unbalanced Workforce – Primary Source of New “Labor” Was College Graduates

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Build a Life With Us

Milestones

Continual Assessment – Client & Employee Feedback

Becoming 100% Employee-Owned in 2012

Strategic Planning Initiatives, Succession Planning

- Adoption of an Infinite Mindset – Simon Sinek, “The Infinite Game”

Core Values – Established in Writing

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Build a Life With Us



1 Investing in People

The Sargent culture is steeped in commitment to the wellbeing and prosperity of our family of employee-owners, and to meaningful relationships with our business partners and our communities.



2 Honing Our Craft

We deliver the talent, passion, and determination to provide productive and creative solutions to every project.



3 Doing the Right Thing

Even when no one is watching, regardless of personal or financial consequences, we conduct ourselves with honesty and integrity.



4 Winning in the Field

We're driven by a philosophy that our executional spirit — driven by safety, dedication, and mutual fairness — will produce exceptional outcomes and a win for all involved.

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2016 – SCA & WFD

Sargent Construction Academy

– An Opportunity for High School Graduates not Interested in College

The Origins of Sargent Workforce Development

- Kevin Gordon, Sargent Area Manager

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Build a Life With Us

2022 & Beyond

Workforce Development – Team of (3)

- 86 Years With Sargent

- Training & Development
- Mentorship
- Reinforcing CP&V & Sargent Culture
- Recruitment

“Build a Life With Us” – Focus on the Next 100 Years

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Build a Life With Us



Build Your Career

Join the Sargent team and find a career that gives you financial freedom and a clear path to grow. We offer more than great benefits—we offer everyone the opportunity to become a leader in an industry-leading company.



Build Your Self

Life is so much more than work. Sargent's passion in building people extends holistically – we want people value their lives outside work as well. We provide benefits and educational opportunities that reach beyond what a paycheck can buy.



Build Your Wealth

Our passion for building people extends far beyond their career, and we've put time-tested measures in place to ensure you every opportunity to live a full life and retire with a surplus of dignity. And through our Employee Stock Ownership Plan – ESOP, where YOU own your own slice of the company – you play a direct role in the company's, and your, overall success.

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