



BUILD YOUR CAREER



HERE



# EXPERIENCE. EXCELLENCE.

## ABOUT PARIC

PARIC Corporation was founded in 1979 in St. Louis, Missouri by Paul McKee Jr. and Rick Jordan as the first design/build firm in the Midwest. Thirty-five years later, it is one of the largest privately held companies in the region. PARIC prides itself on being an innovative general contractor, construction manager, and design-build firm. The company focuses on new construction and repositioning/renovation projects for a wide range of markets. PARIC pairs a range of preconstruction and construction services to offer an unparalleled building and service experience. PARIC is committed to moving the region forward by remaining an integral part of the community as the leading builder of St. Louis. PARIC leverages the talent and experience of some of the industry's most talented people to work closely with their clients to build their visions into reality.



## BUILDING EXCELLENCE

Working for PARIC means an opportunity to work on projects that not only change the physical landscape around us, but also reshaping communities and how people view them. Whether it is redelivering a large-scale historic project such as the Peabody Opera House, or constructing a safe haven for medical patients with the Siteman Cancer Center, PARIC employees know they have helped to make an impact in the community.

PARIC implements the use of various cutting-edge Virtual Design and Construction (VDC) technologies to deliver a level of efficiency and service that exceed the customer's expectations. These technologies allow the project team to coordinate documents throughout the various disciplines and refine earlier decisions and details, which allows the team to manage schedules more strictly and strive for the highest level of quality in all phases of construction.

Sustainability is also a core aspect of PARIC's business. With the majority of our project teams having all LEED-certified experts on staff, and as members of the U.S. Green Building Council (USGBC), PARIC recognizes the tremendous opportunity and responsibility to contribute to sustainable construction awareness, proficiency, and innovation.

# CORE VALUES



## CORE VALUES

For 35 years, our core values have successfully guided PARIC and driven our brand. These values are the fundamental principles that shape who we are as a company and how we conduct business. These core values are the wellspring of the reputation for excellence that our company enjoys today.

## PERSONAL INTEGRITY

Our daily interactions must reflect honesty, professionalism, respect, fairness, and responsibility.

## TRUST AND TEAMWORK

Without trust, teamwork cannot flourish. We are committed to open, honest communication to support our employees, clients, subcontractors, and vendors.

## EXCEEDING EXPECTATIONS

Because surpassing all expectations is so profoundly rewarding, this commitment to excellence extends to every employee and to every project.

## ENHANCING OUR COMMUNITY

In our steadfast commitment to the greater good, we must lend our time, talents, and resources to a range of community efforts.

## DOING WHAT WE SAY

Because as the adage says: "You're only as good as your word." If we say something is going to happen, it will happen.

# CAREER FOUNDATIONS



## CAREER FOUNDATIONS

PARIC is committed to ongoing development that supports personal and professional growth for each employee. Career Foundations will provide the essential tools required to enhance learning at every stage of your career. Acquired knowledge will drive Experience. Excellence. for the organization, our clients, and ourselves.

# FUNCTION

## FOUNDATION LEVEL

		Get Work			Do Work		Support Work
	Leadership	Sales and Marketing		Estimating	Field	Project/Safety/Quality Management	Accounting/IT/Legal/ Insurance/HR
EXECUTIVE	CEO						
	President						
	Executive Vice President						
	Senior Vice President	Vice President Get Work	Vice President Sales/ Marketing	Vice President	Vice President		
	Vice President						
	Project Executive	Project Executive			Project Executive		
MANAGERIAL		Director , Associate, BIM Manager, Marketing Director	Director		General Superintendent	Director	Director/Manager/ Controller
			Senior Manager	Senior Estimator	Senior Superintendent (G4)	Senior Manager	
			Manager		Project Superintendent (G3)	Manager	
			TECHNICAL <td rowspan="4"></td> <td rowspan="4">Senior Marketing Coordinator, Marketing Coordinator</td> <td colspan="2">Senior Project Estimator</td> <td>Superintendent II (G2)</td> <td>Senior Project Engineer</td> <td rowspan="2">Accountant II/I</td>		Senior Marketing Coordinator, Marketing Coordinator	Senior Project Estimator	
Project Estimator		Superintendent I (G1)				Project Engineer	
Estimator		Assistant Superintendent				Engineer	Accounting Clerk III/II/I
		General Foreman					
ADMIN	Executive Assistant III/II	Administration	Administration			Project Coordinator/ Assistant Project Coordinator	Administration

## CAREER PATH



# WELLNESS



## WELLNESS

PARIC's wellness program provides employees and their family members with wellness activities to energize the mind, body, and spirit in order to promote a healthier life. WellRight focuses on 5 tracks to accomplish healthy communities.

## ASSESS

Assessment tools provide individuals with the insight to determine their unique pathway to wellness.

## EDUCATE

For many, the first step to becoming well is learning how to do it. Since everyone learns differently, WellRight provides several options.

## CHALLENGE

Monthly challenges are all about habit formation that will energize the mind, body, and spirit while engaging in healthy competition.

## TRACK

Stay on track with mobile apps, text reminders, device integration, and leaderboards.

## REWARD

The right rewards can make the difference

- Challenge blocks
- Healthcare premium holiday
- Wellness rewards
- Better health, better life!

# BENEFITS



## BENEFITS

We are proud to offer our employees a comprehensive benefit and rewards program:

- Medical
- Flexible Spending Account
- 401(k) Retirement Plan
- Dental
- Term Life & AD&D Insurance
- Critical Illness Insurance
- Vision
- Short Term Disability Insurance
- Accident Insurance
- Telemedicine Services
- Long Term Disability Insurance
- Tuition Reimbursement
- Paid Time Off
- Employee Referral Program
- Adoption Benefits
- EAP
- Air Evac Services
- 11 Paid Holidays per year



**PARIC**  
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