

Geotechnical & Environmental Services

Until recently, residential development accounted for more than half of Geotechnical & Environmental Services Inc.'s (GES) workload. Currently, while many of the company's clients and competitors have experienced massive layoffs and re-organization due to the slowdown in the residential building sector, GES has embraced the challenge.

To date, the company has kept all staff on board working full-time hours, developed cross-training programs and has paid for staff members to get the necessary certifications to grow in the geotechnical and environmental industry.

Two years ago, GES implemented an entry-level program to train, educate and do its part in creating a necessary skill set for its indus-



From the judges

Everyday, the staff comes to work with a single goal in mind — to serve clients to the best of their abilities by performing at a consistently high level and with a degree of expertise expected.

try. Since that time, the company has introduced and trained more than 30 people. The program has helped the company achieve an 80 percent retention rate, nearly unheard of in the industry.

In addition to training, GES has



Shawna Beacom
HR Director

adopted a mentoring system that pairs engineering interns with experienced professional engineers, a step that helps interns obtain their engineering license. Other key HR initiatives:

- Staff members formally meet with supervisors once a month to outline a clear career path with specific goals and objectives.
- Health, dental vision and life insurance plans are offered at no cost to employees, with optional dependant coverage available as needed.
- Athletic club membership and flextime scheduling are offered to eligible employees.

The company also provides low-interest home loans, scholarship opportunities, free uniform cleaning and training/education cost reimbursement.

On a lighter note, the company has development innovative ways to recognize employees and celebrate successes. GES hosts regular raffle prize drawings, encourages employees to recognize one another for outstanding contributions, and hosts numerous regular employee events including barbecues, holiday parties and potlucks.

GES collectively participates in supporting community organizations, sporting events and birthday celebrations.



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Geotechnical & Environmental Services Inc.

7150 Placid St., Las Vegas

CEO: Gregory P. DeSart, Owner/President

HR Director: Shawna Beacom

Industry: Engineering

Primary service: Geotechnical and environmental engineering

Employees: 42

Approx annual revenue: \$5 million