

BUILD
YOUR
PASSION



CHANDOS

WE SEE THINGS DIFFERENTLY.
THAT'S THE FOUNDATION OF
OUR SUCCESS AND IT COULD BE
THE NEXT STEP IN YOUR CAREER.





OUR BUSINESS IS NOT ABOUT MACHINES OR TECHNOLOGY. IT'S ABOUT PEOPLE. SPECIFICALLY, REALLY TALENTED PEOPLE WHO SEE THINGS DIFFERENTLY.

PEOPLE BEFORE PROFITS.

Putting people first is a simple concept, so why is it poorly practiced in the construction industry? Chandos is unique because the company has developed an ownership model that motivates people to add value for clients. To complement that, we have established a training and development program that empowers our people to advance their careers. Craft workers at Chandos receive assistance with obtaining their journeyman's ticket and have opportunity to enter our superintendent development program. Office staff work with their mentors to develop tailored career development plans and have opportunity to enter our leadership development program. We recognize that each employee is unique and that's why we choose a tailored approach to personal development over the one size fits all solution that is far too common.

A PURSUIT OF YOUR PASSIONS.

It's common for employees to stall in their careers or for employers to take key people for granted. It's called the status quo and no one benefits. Chandos sees it differently. We give our people the opportunity to improve and develop. Chandos is a place where people pursue

their professional passion. That's why our administration team benefits from efficient systems and a supportive work environment. It's why people who are new to the industry are attracted to Chandos, because we help them map career options and choices; we mentor them and provide a way forward. It's why experienced professionals are drawn to Chandos, because it's a place that recognizes their talents and puts that recognition in writing in the form of ownership. Our trade partners also prefer Chandos because we treat them as equals instead of second-class citizens.

WE'RE ABOUT ALLIANCES AND IDEAS, NOT EGOS OR AGENDAS.

Chandos is a rare breed of intelligent construction professionals. Our unique culture attracts a high caliber employee, whether it's in the field or the office. If you're inspired by mutual respect and productive relationships; if you're keen to learn and to share what you've learned; and if you're motivated to add value to our clients, we should talk. Because there is one thing we're very big on at Chandos: **OPPORTUNITY.**

THERE IS A YOU IN VALUE



THERE IS STRENGTH IN NUMBERS

**IF YOUR CAREER IS AT A CROSSROADS,
OWNERSHIP AT CHANDOS WILL STEER
YOU IN THE RIGHT DIRECTION AND TO
THE CORRECT DESTINATION.**

Since our inception in 1980, we have stood out from the pack with our 100 percent employee ownership model. At Chandos, employees share in the profits they help generate, creating a positive work environment and further strengthening the company's unique 'see things differently' culture. From the beginning, our ownership model was designed as a closed-circuit system with a single class of shares across the company. In our system, it's only employees who own shares and they're required to sell them when they leave.

THERE ARE A LOT OF EMPLOYEE OWNERSHIP MODELS OUT THERE THAT SIMPLY AMOUNT TO TOKEN EQUITY FOR EMPLOYEES. WHILE THE OTHER GUYS WORRY ABOUT NOT GIVING UP THEIR SLICE OF THE PIE, WE WORK ON MAKING THE PIE BIGGER SO THAT EVERYONE CAN HAVE A PIECE.

The only requirement for ownership eligibility at Chandos is one year of service. In many cases, financing is an option to help with the cost. Additional ownership over time is defined for all and is based on merit not years served or whom you know.

Financial benefits of ownership are realized through annual profit distributions and the value of unit holdings tied to company earnings and book value. The firm is managed in a way to strike a responsible balance between near and long term objectives. Disciplined growth with the top and bottom lines connected is critical to our ownership model. To us, this is not just a financial model; we see it also as a community building function that translates to what we see as an obligation to provide opportunity for our people.



WE'RE NOT INTERESTED IN BEING CANADA'S LARGEST CONSTRUCTION FIRM. WE'RE FOCUSED ON BEING THE BEST.

CLIENTS *SEE* OUR VALUE. THE KEY TO COMPETITIVE WAGES.

Chandos operates with a lean attitude. We have efficient systems, a supportive culture and we're renowned for seeing things differently including many industry firsts like the most northerly commercial Net Zero building in the world. The result? Competitive pay packages for people. The answer is obvious: when you're good and when you deliver value to clients, clients reward you. Chandos is aligned with clients who see value in our expertise and services. This value has helped Chandos structure competitive pay packages.

PLANNING FOR THE FUTURE. A SHARED RESPONSIBILITY.

Chandos is focused on more than the here and now. We take pride in providing the tools that help individuals plan their future, a responsibility shared by Chandos and the employee. Retirement plans are one example. Employees and the company work on connecting the dots between the realities of the market, an individual's role in the market, and the future of Chandos and the employee. We take this responsibility seriously and the company responds with regular communication and feedback.

BENEFITS. KEEPING YOU COVERED, SHORT AND LONG TERM.

Many companies dangle perks to entice future employees. Short-term, the perks seem attractive but over the long-term, coverage that should be available is not. Chandos takes care of its people and this shows in our benefit program, which covers the vast majority of claims. Our benefits package is designed to protect employees and their families. Other programs may offer one or two different perks but we're confident that when benefits and coverage are needed, our program provides the best support.

PERSONAL DEVELOPMENT. HELPING YOU BE YOUR BEST.

Helping individuals be their best is a core value at Chandos. How does Chandos do it? Mentorships, career planning, training and skill development, to name a few. Possibly the best opportunity for personal development is our culture. Ours is a culture that rewards personal initiative that makes us better. A culture that gives people the opportunity to offer suggestions and improve their area of work. And, ultimately, a culture that believes in its people, their unique talents and the opportunity to grow and improve.

PRUDENCE PAYS. OUR FINANCIAL POSITION.

When you join Chandos, you join a team that has grown through the ups and downs of the last ten years at 3x the market average. This isn't financial strength held by a few select owners; it's a strength shared by ALL of our employee owners. Chandos has built its financial strength by progressively sharing ownership with employees. Our position is real, organic and has resulted in what we believe is the strongest foundation in our market. Other business models are easily sold to larger firms or merged when times are tough, but Chandos has roots and longevity. Prudence pays and employees, and clients, ultimately benefit.

WORKING CONDITIONS. TAKING IT FURTHER.

Every company in the market preaches safety and promotes their version of a safe workplace. What makes Chandos different? Chandos goes beyond sets of working procedures and rules. We do what's right; and that requires flexibility. Our job sites are clean, organized and stocked with the correct tools. Office space is arranged to drive collaboration through unplanned "collisions" between team members. Chandos has also built a culture of continuous improvement. The results are working conditions that keep improving and adapting. This ensures the status quo is not an option and the workplace environment is optimized for individuals and teams.

**THIS IS WHO WE ARE
AND HOW WE SEE
THINGS DIFFERENTLY.
WHAT ABOUT YOU?**





WE'VE WEATHERED RECESSIONS, MANAGED
THROUGH BOOMS AND GROWN STRATEGICALLY
OVER THE LAST THREE DECADES.





SEE THINGS DIFFERENTLY.

www.chandos.com