



# October is Employee Ownership Month and SCJ is Celebrating its Employee-Owners

October 11, 2021 – All this month, SCJ Alliance is hosting appreciation events, social hours, games, and highlighting employee-owners with spotlight articles, social media posts, and special activities.

October is Employee Ownership month and SCJ is recognizing and celebrating team members' contributions to the success of the company and its clients. Colleagues from 11 offices across Washington, Montana, and Colorado are gathering virtually to enjoy a variety of events.

"Adapting for virtual gatherings has pushed us to become more creative," says SCJ President/CEO Jean Carr. "We've had many employees tell us they feel more connected to their colleagues in other offices since the pandemic started."

SCJ became employee-owned in 2019 and has over 130 employees specializing in civil engineering, transportation planning and design, environmental and urban planning, landscape architecture, and public outreach.

Employee-owned companies tend to be more stable and resilient than their counterparts. According to The ESOP Association, employee retention is 235 percent higher at employee-owned companies versus conventionally owned companies. And a study conducted by Rutgers University and SSRS showed that during the pandemic employee-owned companies are outperforming others "in the areas of job retention, pay, benefits, and workplace health and safety."

"Becoming an 100% employee-owned company was a way for our previous shareholders to reward employees for their dedication and commitment, as well as preserve our unique culture," said Carr. Employees become participants in the ESOP (Employee Stock Ownership Plan) at no cost to themselves.

Creativity is foundational at SCJ. Team members pride themselves on anticipating emerging needs and priorities, envisioning projects that enhance communities, and creating designs that bring visions to life. The firm has earned many awards for project work and being a great place to work.

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## **For additional information**

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