

KNAPPETT PROJECTS INC.

GENERAL CONTRACTORS - CIVIL ENGINEERS

VICA Awards 2022

RE: Employer of the Year-KNAPPETT PROJECTS INC

The Knappett Group was established in 1983, and we continue our longstanding family tradition of building throughout British Columbia. Our head office is located in Victoria, BC, and we are proud to serve all of Vancouver Island with crews based out of Victoria, the North Island, Central Nanaimo, and the South Island Districts.

This award nomination is not about what projects we do, its about our people, how we treat them and how they feel valued. We have provided four letters of support that will highlight these efforts. Our Controller will testify how we stay at the front of the line to offer the highest competitive wages, benefits, and additional bonuses. A seasoned 25-year superintendent will tell you how he experienced firsthand the support for leadership growth, the opportunity for training and mentorship, and family support services, such as harm reduction and mental health. He especially boasts about our training efforts to sponsor apprentices and has worked very closely with the high schools in the north island for many years inducting their students into the Red Seal Carpentry program. The two letters we have provided from the North Island School Districts will attest to our commitment in training workers.

Our strategy for recruiting is based on hiring the right people for the skills needed and the fact we treat people well; the word gets around! From entering the workforce as an apprentice, to bringing on seasoned leadership to our sites or civil engineers from UVIC they come to us knowing they can expect to be treated well throughout their careers. When seeking new talent our mindset is based on skill sets and potential to perform. We have a very diverse group of talent in office and out on site-we are a diverse community here on the island and our workforce represents that.

Retention, once you are a part of this Knappett culture, you never leave. Let me break that down in terms of the years of service our current workers have under their belt:

- 27 workers have worked for us for over 20 years and have been presented with a Gold Watch.
- 56 workers, that's 28% who have worked for us for at least 5 years
- 28 current workers, that's 15% who have stayed for over 10 years
- 20 current workers have been with us for over 15 years!

Our goal to better the community in whole starts at the top, John's theory is if you can help, you should. For many years, Knappett Projects Inc. has been a stalwart supporter of corporate social responsibility and have given back to the communities in which we live and work on an ongoing basis

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Giving back to our industry community is important as well and something we have proven history of. John Knappett, Roger Yager, and Dan Behrens have served on many industry boards, committees, and association panels over the years. We further support the industry by encouraging executive positions on both WiC and YBN, where we have a high participation history, as well as supporting these committees by attending the various events. We actively try to better the industry by our participation.

Lastly, let me share with you some of the responses we received from field workers in our last internal employment satisfaction survey; we asked what you love about working for us, here is what some of them said and the repeating theme of the overall responses:

- *very team orientated, all workers treated with respect.*
- *The healthy work environment.*
- *I have never felt more comfortable in a job position, and I continually feel supported by the other employees*
- *Learning in a supportive environment.*
- *Quantity of work, availability/support of career advancement, flexibility and understanding of a parent's schedule outside of work.*
- *The crew of guys I work with makes even a rainy-day fun.*
- *The family feel that you get from the company.*
- *Family first attitude. Never an issue with having to put family obligations ahead of work.*
- *How amazing we are treated as employees.*

It is these testimonials that inspired us to submit this award.

We strive to be the best employer in our industry and to lead others in our sector to do the same.