



What It Means To Be a Veteran-Friendly Company



**STANTEC CEO
GORD JOHNSTON'S
COMMITMENT**

Communities are fundamental.

Whether around the corner or across the globe, they provide a foundation, a sense of place and of belonging. That's why at Stantec, we always design with community in mind. We care about the communities we serve—because they're our communities too. We're designers, engineers, scientists, and project managers, innovating together at the intersection of community, creativity, and client relationships. Balancing these priorities results in projects that advance the quality of life in communities across the globe.

At Stantec, we value the contributions of veterans and their families within Stantec and our communities. We are committed to supporting those who serve or have served and their families.

The three pillars of our commitment to veterans are attraction, transition, and retention. We have enhanced our recruitment practices to include a job search option based on a military job or code, launched a Military and Veteran Advocate (MAVA) Employee Resource Group (ERG), provide resources to support our veterans as they transition from the public sector into the private consulting business, and our policies and practices encourage open dialogue and support for our veterans and military family members. Our commitment to our veterans and family members is to deliver on our promise to be a recognized industry-leading, veteran-friendly Company.