



Work that Matters

Our work matters to our clients, our communities, and our environment. We strive to find passionate, professional, and highly qualified individuals who share the same core values as WEST.

Members of the WEST team enjoy satisfying careers while still maintaining a focus on personal growth, family values, and doing work that's purposeful.

Health & Wellness*

Medical*

WEST pays 86% of employee only premium

2 Options: PPO & HDHP

Dental*

WEST pays 100% of employee only premium

Vision*

WEST pays 100% of employee only premium

\$60k

Life Insurance Policy, AD&D Policy and LTD
WEST pays 100% of employee only premium

Employee Assistance Programs

Wellness Programs

*30 hours/week work schedule required to receive all health benefits

Annual Paid Leave

Vacation - 3 weeks

Years 1-5

Vacation - 4 weeks

Years 5+

Sick - 2 weeks

Personal - 3 days

Holidays - 7 days

280 - 320 Combined Hours

of paid vacation, personal days, and sick leave for per year.

Paid Family Leave

up to 12 weeks for qualifying reasons

Voluntary Benefits*

Health Savings Accounts

Health Savings and Flexible Spending Account Options

Additional Benefit Options

Accident Insurance

Critical Illness Insurance

Hospital Indemnity Insurance

MASA
(Medical Transport Insurance)

Supplemental Life AD&D Insurance

Pet Insurance

ID Theft Insurance

Retirement

WEST may contribute up to

12-15%

of your wages to SEP IRA accounts per year.

Shareholder

WEST is

100%

employee owned. Employees have opportunities for shareholder potential.

Compensation

Competitive base salary

Bonus/Profit Sharing Potential

Employee Referral Bonus Program

Spot Bonus

Annual Raises

Annual performance reviews focused on personal growth

Merit-based increases

WEST Culture

WEST aims to foster a work-life balance that aligns with our employees needs:

Outstanding company culture

Flexible working environment with hybrid and remote work options

Casual dress code

Team-building and company sponsored events

Dedicated to DEI and CSR initiatives

Growth & Career Development

WEST offers ongoing professional development opportunities to all employees:

Defined "Career Pathways" for all disciplines and departments

Mentorship from industry experts

Company paid professional memberships and conferences

Cross-training potential and access to educational courses and resources

Professional practice groups

*The benefits listed here pertain to **regular** positions.