

**Environmental
Enhancements**
COMPLETE LANDSCAPE SERVICES

Looking for Your Next Move as a Landscape Professional?

**How to Find the Right
Company for You**





A Note from Fred:

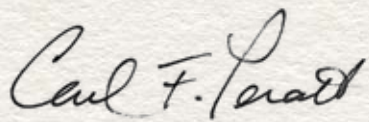
This short guide is for you. You're exploring options in the landscaping industry, and we thought you might want a little guidance as to what to look for.

What makes a landscaping company stand out? How do you choose a company that will support your growth as a professional? Where do you want to spend your time?

Between these pages, you'll find insights on how to best pursue your next career adventure.

We're always looking for talented leaders, managers, office personnel, supervisors, and crew members. Once you've learned more about our company by reading this guide, reach out if you'd like to talk!

Regards,



Fred Peratt, Head Coach

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Company Values

While you might be thinking about what you want to do, we encourage you to start by considering what company you want to do it with. Perhaps you're an experienced back-of-the-office administrator or you have a particular skill operating heavy equipment. Maybe you've been mowing lawns since you were fifteen and you see potential in this \$100 Billion dollar industry.

Great. All of these are marketable skills.



But in a difficult environment, you may feel challenged to contribute your skills in a way that makes you shine. Here's what that might look like:

Someone makes a mistake and blames you for it. You make a mistake, and your supervisor dresses you down in front of the team. You've already put in long hours and your boss—rather than show appreciation—expects more. Maybe you're at a job site where safety protocols are barely visible, and you don't feel safe while you work.

Start by asking your prospective employers what their company values are. If they can't be specific, they probably haven't given it much thought!



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*Fred Peratt,
Head Coach*



At EE, we live and work by our company values, as outlined by our head coach, Fred Peratt.

Here's what's important to the team and what makes our company such a great place to work:

TEAM: As an EE employee, we consider you a valued, contributing member of our team.

INNOVATION: We're open to a better way of doing things—we welcome your ideas!

INTEGRITY: We operate our business with integrity by respecting each individual and committing to doing what we say we will.

COMMUNICATIONS: Open, honest communications is the backbone of our company. We want you to share your successes and your concerns.

CULTURE: We are dedicated to creating an environment that's safe, creative, and a positive place for you to spend your time at work.



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Over the years, we've provided a variety of landscaping services: landscape design, maintenance, snow services, irrigation, hardscapes, and more. While our service offerings may change over time, what never changes is our commitment to creating value for both our clients and our employees.



High Standards

As a growing professional, you want to affiliate with a company that has standards as high as yours. Maintaining high standards isn't easy; it requires attention to detail and buy-in from the whole team.

Have you ever worked in an environment where you felt like you were the only one who cared?

If you're surrounded by people who cut corners, lack accountability, and don't do what they promise, you know what it feels like to stand alone in your commitment to doing your best.

Here are some of the qualities we prioritize here at EE:

QUALITY OF SERVICE:

We ask all our employees to bring their best selves to work each day and help us achieve our mission of 100% customer satisfaction. We take pride in delivering the best service possible, and we want you to take pride in that, too.

EFFICIENCY:

We have a deep experience in systems and operating procedures for all areas of our business to help you meet quality standards and deadlines, but we also welcome any ideas for improvement you might have.



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SAFETY:

Safety is a top priority at EE, which matters to our clients, to you, and to the people who care about you. We ask all employees to put safety first, operating equipment and carrying out tasks according to prescribed safety procedures. Not only do we have a well-established workplace safety program, we've won multiple awards from the National Association of Landscape Professionals for achieving high standards of safety in the industry.

ATTENDANCE:

Employees are expected to show up! You can count on the team to be committed to getting the job done.

EXEMPLARY EMPLOYEES:

Our best employees are the ones who take ownership of their work: maintaining high standards for quality, meeting deadlines, and solving problems as they arise. These are the type of colleagues you want to surround yourself with!





Professional Development

Have you ever felt under-appreciated at your place of employment? Be sure to find out how your prospective employer treats their employees. Sometimes that reveals itself as early as the interview. If the hiring manager is less-than complimentary about colleagues or previous employees, run!

At EE, we celebrate our employees and do what we can to be there for them. For example, one of our recent employee innovations is the EE vanpool, offering free transportation to and from job sites. We support, praise, and reward our employees at any opportunity we can!

One area we are particularly committed to is offering opportunities for employees to grow as individuals. No matter how far you want to develop your skills, we offer training to help you be successful at it.

Sustainable landscaping, horticulture, management, personal development—by joining our team, you can expect to learn and grow.

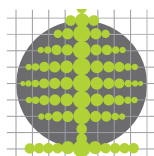
We hope this guide has been helpful to you, and we wish you the best of luck in your job search. If you think our company might be a good fit for you, we'd be delighted to chat. Please contact us at **info@eelandscaping.com** or **703.421.7400**

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About Environmental Enhancements

Since 2001, Environmental Enhancements has been providing complete landscaping services for commercial and residential properties in the Washington, DC and Richmond metropolitan areas. Our core principles are founded on trust, accountability, and a high standard of excellence in service.



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